SMILE THERAPY SERVICES LLC
TRANSFORMING INDIVIDUALS FROM THE INSIDE OUT

Federal Leadership Development

THE FEDERAL AI LEADERSHIP ACADEMY

Leading, Governing, and Managing AI Responsibly

A practical leadership development series for mid-level federal leaders

Academy Overview

The Federal AI Leadership Academy equips mid-level federal leaders with the practical knowledge and leadership skills required to responsibly evaluate, govern, procure, and integrate artificial intelligence within their organizations. The program is intentionally designed for leaders, not technologists, and emphasizes human judgment, workforce readiness, responsible AI practices, risk management, and appropriate oversight.

Leadership Focus

- Understand generative AI capabilities and limitations without requiring technical specialization.
- Apply responsible AI principles while protecting public trust, privacy, fairness, and accountability.
- Lead human-AI workforce integration while preserving human judgment and meaningful oversight.
- Evaluate AI risk, governance requirements, and appropriate controls before and after deployment.
- Participate confidently in AI procurement decisions and vendor oversight.
- Use AI-enabled insights to support decision-making without over-relying on automated outputs.

The SMILE Federal AI Leadership Framework

The academy can be delivered as a complete learning series or as stand-alone courses. The curriculum follows a five-part leadership journey:

STEP	LEADERSHIP ACTION	WHAT LEADERS LEARN TO DO
1	UNDERSTAND	Build practical AI literacy and distinguish realistic capabilities from hype.
2	EVALUATE	Assess AI use cases, outputs, workforce impact, mission value, and limitations.
3	GOVERN	Establish accountability, responsible use, risk controls, and human oversight.
4	INTEGRATE	Introduce AI into workflows, procurement, and teams in a responsible way.

5	LEAD	Guide people through AI-enabled change while protecting trust, judgment, and mission.

Federal AI Leadership Course Catalog

The following courses are designed to give federal leaders practical, non-technical tools for evaluating, governing, procuring, and using AI responsibly in a leadership and workforce context.

01

AI for Federal Leaders: What You Need to Know Without Becoming a Technologist

Builds a practical understanding of generative AI, how it works, where it adds value, and where its limitations create risk. Leaders learn the language needed to confidently participate in AI-related decisions without needing a technical background.

02

Responsible AI in Government: Leading with Trust, Ethics, and Accountability

Helps leaders understand responsible AI principles including transparency, privacy, bias, fairness, explainability, security, accessibility, and human oversight. Participants examine their responsibility for ensuring AI use aligns with public trust and agency mission.

03

Human + AI: Leading the Federal Workforce Through AI Transformation

Focuses on how AI changes roles, workflows, expectations, and employee concerns. Leaders learn how to integrate AI into teams without removing human judgment, increasing fear, or creating unnecessary disruption.

04

The Human Still Decides: AI-Enabled Decision Making for Federal Leaders

Teaches leaders how to use AI as a decision-support tool rather than a decision replacement tool. Covers verification, questioning AI outputs, identifying hallucinations and bias, determining appropriate levels of human review, and knowing when AI should not be used.

05

AI Governance for Leaders: Managing Risk Before It Becomes a Problem

Introduces leaders to practical AI governance including acceptable use, accountability, risk classification, documentation, oversight, escalation, monitoring, and internal controls. Participants learn the questions leaders should ask before approving or expanding an AI use case.

06

Buying AI Without Buying the Risk: AI Procurement and Vendor Oversight

Prepares federal leaders to participate in AI procurement and vendor evaluation. Topics include evaluating vendor claims, data ownership, cybersecurity and privacy considerations, model transparency, performance expectations, accessibility, human oversight, and ongoing vendor accountability.

07

Before You Deploy It: Evaluating AI Use Cases in the Federal Workplace

Gives leaders a repeatable process for determining whether an AI solution is appropriate for a particular problem. Participants assess mission value, workforce impact, data sensitivity, risk, human oversight requirements, expected return on investment, and unintended consequences.

08

Leading Through AI Change: Building Workforce Trust and Adoption

Addresses the leadership side of AI implementation. Participants learn how to communicate AI changes, respond to employee anxiety, reduce resistance, establish psychological safety, and create an environment where employees can raise concerns about AI without fear.

09

AI Risk in Real Life: Federal Leadership Scenario Lab

An interactive, case-based workshop where leaders work through realistic federal AI scenarios involving sensitive information, biased outputs, procurement concerns, employee misuse, automated recommendations, vendor claims, and leadership accountability.

10

From AI Experimentation to AI Readiness: Building an AI-Ready Federal Team

Brings the series together by helping leaders assess their team's readiness for AI adoption and create a practical implementation roadmap covering workforce capability, governance, use cases, training, communication, oversight, and measurement.

Recommended Signature Courses

For agencies seeking a focused entry point rather than the full academy, SMILE recommends the following three courses as a high-impact leadership series:

AI for Federal Leaders: Govern It, Use It, Lead Through It

A comprehensive foundation covering AI capabilities and limitations, responsible use, workforce implications, leadership accountability, and appropriate human oversight.

Human + AI: Leading the Federal Workforce Through AI Transformation

A people-centered course focused on workforce trust, role changes, adoption, psychological safety, and preserving human judgment as AI becomes part of everyday work.

Buying AI Without Buying the Risk: AI Procurement and Vendor Oversight

A practical leadership course designed to strengthen procurement participation, vendor evaluation, risk awareness, and ongoing accountability for AI-enabled solutions.