

HUMAN + AI

# Decision Stewardship™

How humans and intelligent systems should make consequential decisions together.

As AI becomes increasingly capable of informing, recommending, predicting, and acting, the essential leadership question is no longer only what can AI do. It is *how* decision authority should be designed—and who remains accountable for the consequences.



THE STEWARDSHIP PREMISE

**The goal is not maximum AI autonomy.**

It is the right intelligence, the right authority, and clear human accountability.

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# Where Stewardship Matters.

Not every AI-assisted decision requires the same level of human oversight.

## THE DECISION-INFLUENCE CONTINUUM

From insight to impact—calibrated by consequence and context.



## STEWARDSHIP QUESTIONS

- What is at stake?
- Who is affected?
- What level of explainability is required?
- What escalation triggers human review?
- Who owns the final decision?

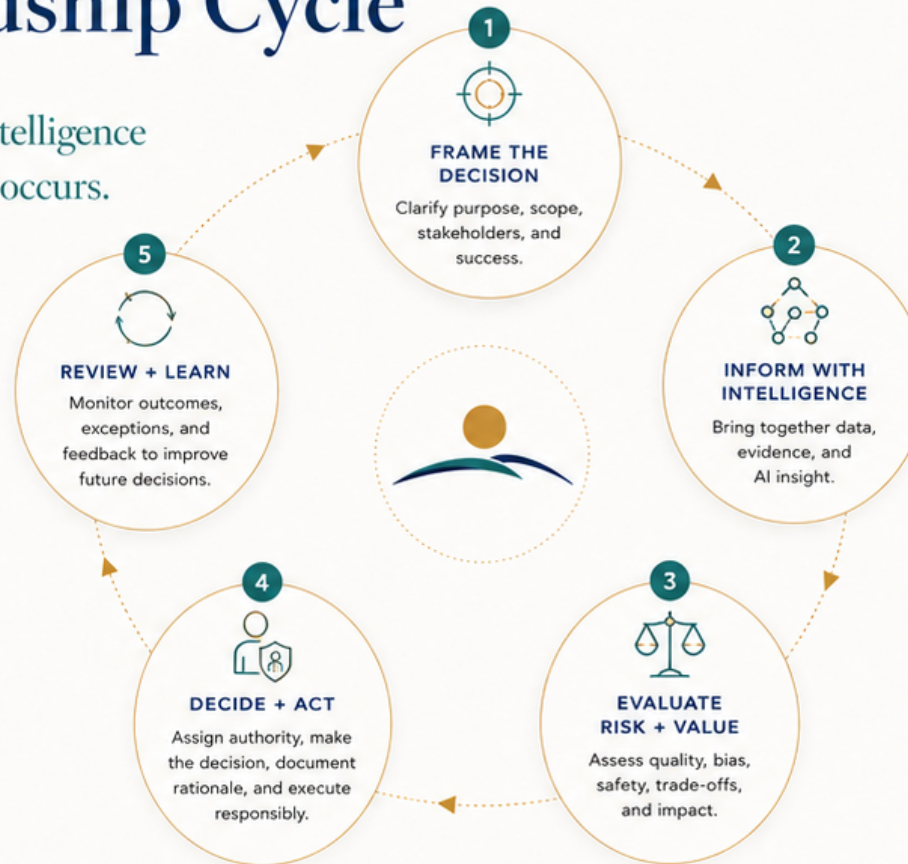


The greater the consequence, uncertainty, or ethical sensitivity, the stronger the human oversight required.

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# The Stewardship Cycle

Design stewardship before intelligence is deployed—not after failure occurs.



## WHAT HUMANS STEWARD THROUGHOUT



### PURPOSE

Keep decisions aligned with human well-being and organizational aims.



### CONTEXT

Understand the people, systems, and environment in which decisions occur.



### ETHICS

Uphold dignity, privacy, fairness, safety, and societal impact.



### TRUST

Build confidence through transparency, reliability, and human oversight.



### ACCOUNTABILITY

Own decisions and outcomes—and learn from every result.



Good stewardship is a living cycle of framing, informing, evaluating, deciding, and learning.

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# From Principle to Practice

Stewardship becomes operational when leaders apply clear tests, governance, and outcomes.



## 1 Purpose Test

Is the decision aligned to mission and human well-being?



## 2 Trust Test

Can stakeholders understand, rely on, and challenge the intelligence?



## 3 Ethics Test

Are fairness, privacy, safety, and equity protected?



## 4 Judgment Test

Where are human context, compassion, and discretion essential?



## 5 Accountability Test

Is ownership clear before, during, and after the decision?

### GOVERNANCE OUTCOMES



Advance



Pilot



Advance with  
Conditions



Hold



Stop

### WHAT STRONG STEWARDSHIP ENABLES



Safer  
decisions



Better  
experience



Stronger  
trust



More  
responsible  
innovation



Continuous  
learning



Stewardship is how intelligent transformation remains human-centered, trusted, and accountable.