THE PRIMER

AI-POWERED EXPERIENTIAL LEARNING FOR KNOWLEDGE WORKERS

The Primer is a universal, AI-powered learning companion designed for adult knowledge workers. Rather than pulling employees away from their desks, it embeds continuous, experiential training inside their daily context.

BACKGROUND AND CONTEXT

Across industries from defense acquisition to finance, healthcare, and law, knowledge workers are subjected to continuous changes in policies, rising expectations for speed, and shrinking windows for formal training. Traditional training models are fundamentally limited by their "episodic" nature. They suffer from:

Knowledge Decay

Learning is separated from execution, meaning knowledge fades before it can be applied to real tasks.

Static Content

Slide decks and standard e-learning may lag behind rapidly changing policies and tools.

Lack of Context

Scenarios are often isolated and fail to mirror the actual systems and workflows used on the job.

Cognitive Overload

Complexity is rarely scaffolded, forcing learners to jump from basic theory directly into high-stakes environments.

THE PRIMER CONCEPT

The Primer is not a separate learning management site; it is an **AI-powered educational layer woven into the digital workspace.** It delivers practice scenarios, provides just-in-time checklists, generates and grades assignments, and acts as a virtual teammate.

TRANSFORMING THE CENTRAL QUESTION

FROM "What course should we assign?"

TO "How do we place a learning companion next to every important decision?"

FIVE CORE DESIGN PRINCIPLES

1 Embedded in Work

Guidance surfaces inside a web-based simulation of learner's productivity tools such as Outlook, Word, Excel, and PowerPoint without requiring extra logins or disruptive context switching.

2 Experiential by Default

Learners engage in safe, realistic practice using branching choices, timed challenges, and actual organizational data structures.

3 Scaffolded Complexity

The AI starts by offering clear instructions and hints. As the learner progresses, the AI removes training wheels, introducing ambiguity, conflicting needs, and cross-team dependencies.

4 AI-Authored and AI-Supported

AI drafts scenarios, answers questions, grades assignments, and plays the role of supervisors or clients, while human experts review and tune the content.

5 Governed and Auditable

All AI suggestions and scenarios are traceable to controlled organizational knowledge bases, ensuring compliance and accountability.

THE PRIMER IN DAILY PRACTICE

TRAINING PRIMER

Focuses on practice. Learners receive scenario briefs via email and complete them using the productivity simulation. AI offers guidance, plays virtual roles, and provides automated grading with rich feedback.

PERFORMANCE PRIMER

Once skills are built, the same AI transitions to supporting live work. It reviews actual content, checks for real policy issues, and runs quality checks on daily tasks, operating with tighter governance.

RAPID EXECUTION MODE – The Final Evaluation

Learners manage multiple concurrent projects with competing deadlines and shared resources. Time-bounded prompts, such as an urgent email arriving mid-project, force the learner to triage, delegate, or push back. This serves as the culminating experience that demonstrates proficiency and graduation to the Performance Primer mode.

CASE STUDY: ROBOT DRONE ACQUISITION

WEEK 1 | WEEK 2 | WEEK 3 | WEEK 4

Weeks 1–3 · Scaffolded Learning

Learners receive emails from a virtual "Requirement Sponsor" to define capability gaps, edit Initial Capabilities Documents in Word, and draft an Acquisition Strategy in Excel. The AI grades their contract type selections and risk mitigation plans.

Week 4 · Rapid Execution Mode

Preparing for a Milestone A decision, a virtual Senior Executive emails an "Urgent Update" regarding a cybersecurity policy requiring a 2-hour turnaround. Simultaneously, a Budget Analyst flags a 10% funding cut via chat.

IMPLEMENTATION ROADMAP

1 Task Mapping

Identify frequent, high-value tasks for specific roles and classify them by their suitability for AI augmentation.

2 Content Design

Subject matter experts use AI to generate draft scenarios at multiple difficulty levels and define grading rubrics.

3 Pilot Integration

Connect the simulated office productivity suite, launching a cohort pilot including scenarios and a Rapid Execution exercise.

4 Scale and Refine

Expand the roles, tune scaffolding levels, and introduce live Performance Primer features.

BUSINESS BENEFITS

Accelerated Time to Competency

Scaffolded scenarios allow practice in tools, shortening ramp-up time.

Enhanced Productivity and Quality

AI drafts and policy checks catch errors early, while building workload management skills.

Risk Reduction

Scenarios encode workflows and audit logs to provide decision transparency.

The Primer empowers organizations to cultivate a workforce that learns in real-time, navigates complexity gracefully, and executes with absolute confidence.

MPF

MISSION. PEOPLE. FUTURE.

www.MPFPrimer.com
www.mpfllc.com
Aharkness@MPFLLC.com