

# Trust, readiness, and the real risk in AI adoption

A briefing for CHROs, CLOs, and learning executives



**Only 41% of employees trust their company's use of AI, yet 66% use it anyway.**

SOURCE: [KPMG, 2025](#)

When trust lags behind AI usage, risks grow: errors, resistance, and fatigue. Most leaders don't realize it's already happening inside their organizations.

## Why it matters

- Successful AI adoption depends on trust, not your tech stack
- High-trust organizations are 2.6x more likely to achieve successful AI outcomes, like greater productivity, innovation, and business impact ([Deloitte](#))
- HR, People, and L&D leaders shape the behaviors, communication, and confidence that determine success

## Your role has changed

It's no longer about training or policy. HR, People, and L&D leaders are now expected to:

- Align leaders around a shared message
- Enable manager adoption
- Build trust through learning, communication, and support

## What to do now

- ✓ Sponsor a trust-first strategy led by HR, People, and L&D teams
- ✓ Audit skills, messaging, and readiness
- ✓ Prepare leaders to communicate clearly and confidently
- ✓ Shift enablement from transactional delivery to strategic transformation

**Book a demo to see how OpenSesame helps HR and L&D leaders build trust-first strategies for AI adoption.**