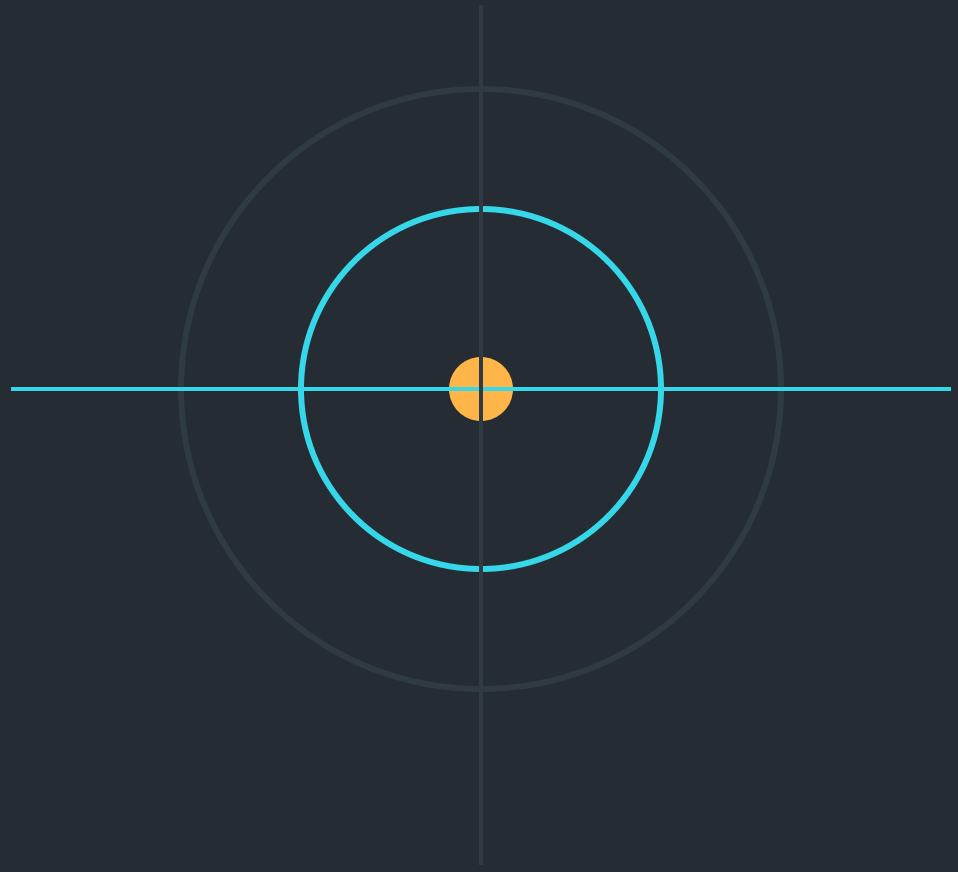
New Hampshire's AI Task Force Impact on Project Managers

What project managers need to know

An initiative of the NH Technology Alliance



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AI HAS THE POTENTIAL TO FREE UP SO MUCH OF OUR TIME!
HOW WILL WE USE ALL OF THAT FREE TIME?
MOSTLY TO WORRY ABOUT ALL OF THE POTENTIAL ISSUES CREATED BY AI.
TOM FISHBURNE
© marketoonist.com

Poll

Who is in the room?

For what have you used AI?

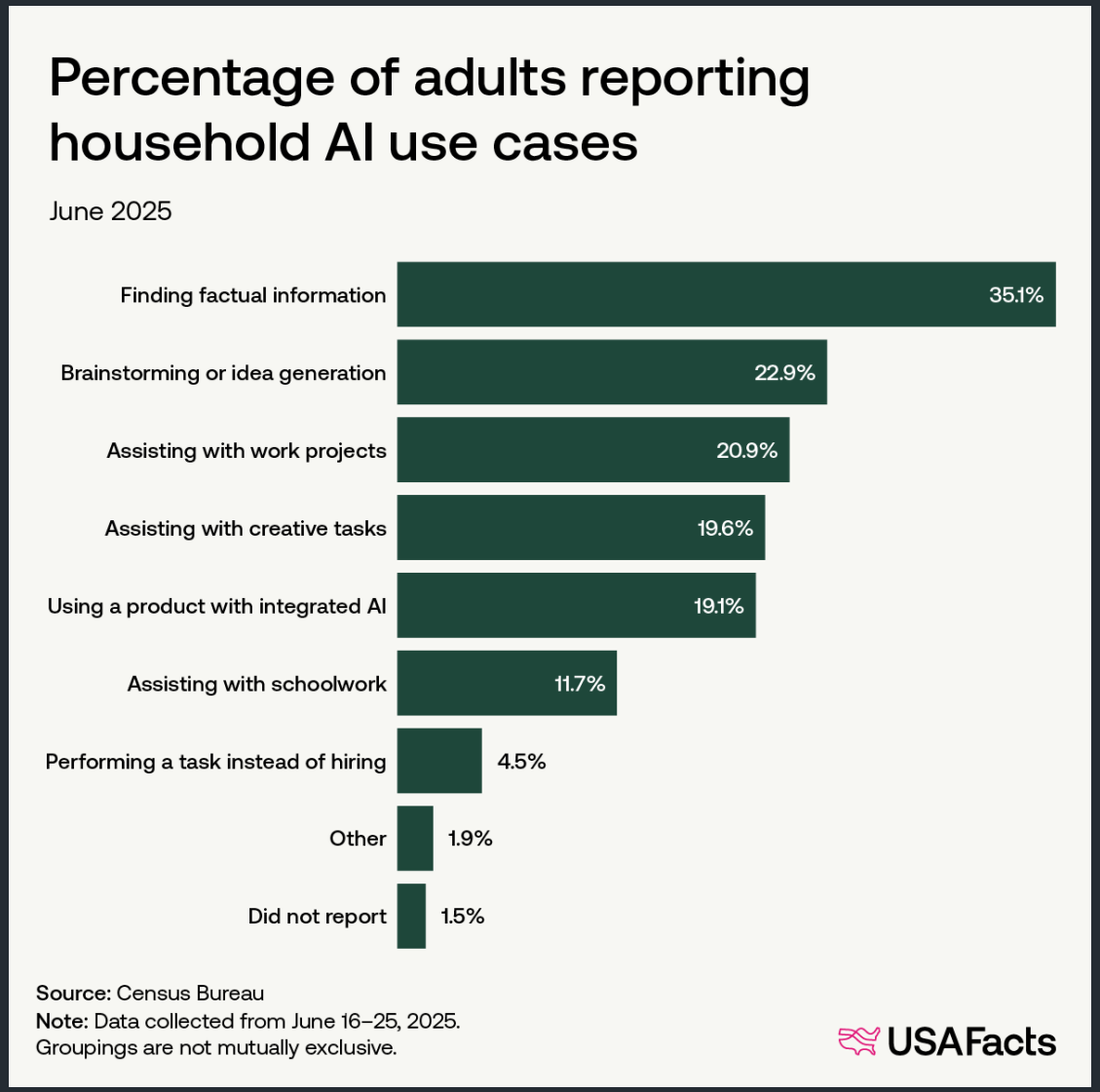
- 1) AI as a tool for the PM
- 2) AI as a solution for the Business

Your questions

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AI Usage Today

- Employed (66.7%) vs Unemployed (44.1%)
- Men (61.7%) vs. Women (52.4%)
- Age
  - 40 to 54 (65.2%)
  - 25- to 39-year-olds (62.6%)
- Trust (13.8%) vs. Control (21/6%)
- Career Impact
  - Changed field (13.9%)
  - Worried (24.4%)
  - More Productive (42.3%)



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New Hampshire is building the baseline it has never had

BEHIND

NH is behind on coordinated, statewide AI readiness work.

FOR PROJECT MANAGERS

- **Where is AI already entering our work?**
- **Which risks need explicit controls?**
- **What support will teams need next?**

BASELINE

The Task Force has created a shared fact base that can evolve as technology and practice change.

EVERGREEN,
NOT ONE-AND-DONE

Source: Presenter-provided briefing, Oct. 2, 2026

WHY IT MATTERS – MICRO Mobley v. Workday, Inc. (Case No. 3:23-cv-00770-RFL, N.D. Cal.)

Workday puts AI vendors in the hiring accountability chain

THE CLAIM

- Applicant Derek Mobley alleges automated screening at multiple companies repeatedly rejected him.
- His claims invoke race, age, and disability protections under Title VII, ADEA, and ADA.
- The allegations remain contested; the court did not find discrimination.

COURT SIGNAL

A federal judge held that Workday could plausibly act as an employer's "agent" when its tools perform delegated screening functions.

That procedural ruling allowed key claims to move forward; it was not a finding of liability.

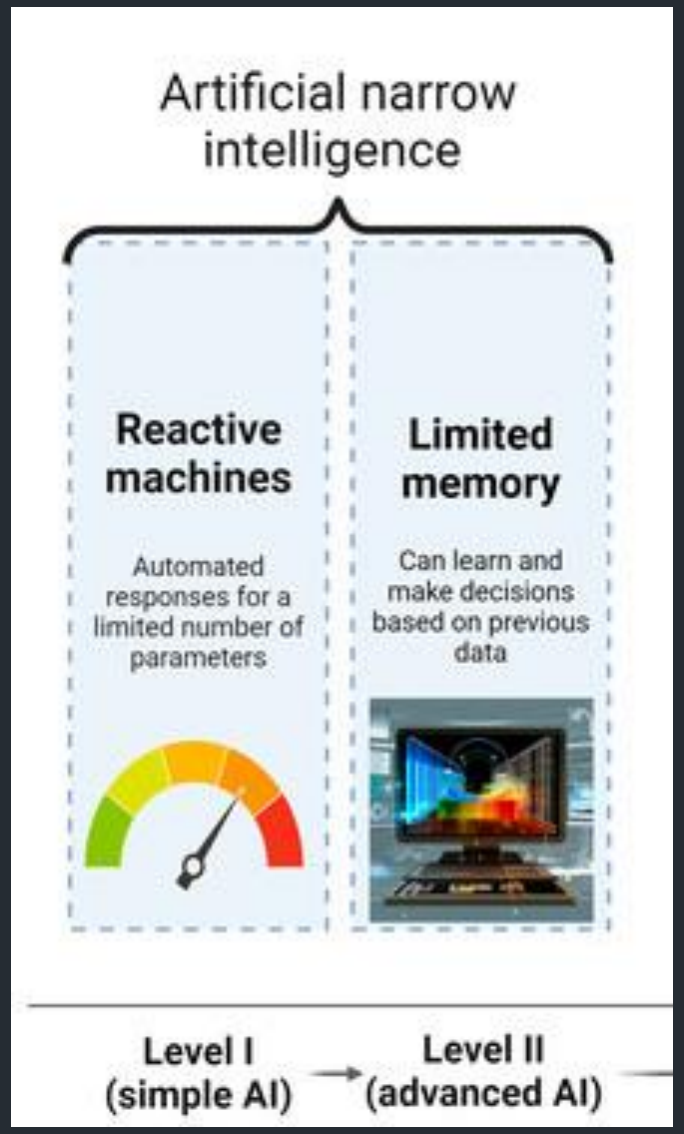
CONTROL THE CHAIN

Test outcomes • require human review • retain audit trails • define appeals

For PMs: a vendor model is still inside the governance boundary.

Source: Legal Analysis, "Workday Lawsuit"; Mobley v. Workday, Inc. (N.D. Cal.)

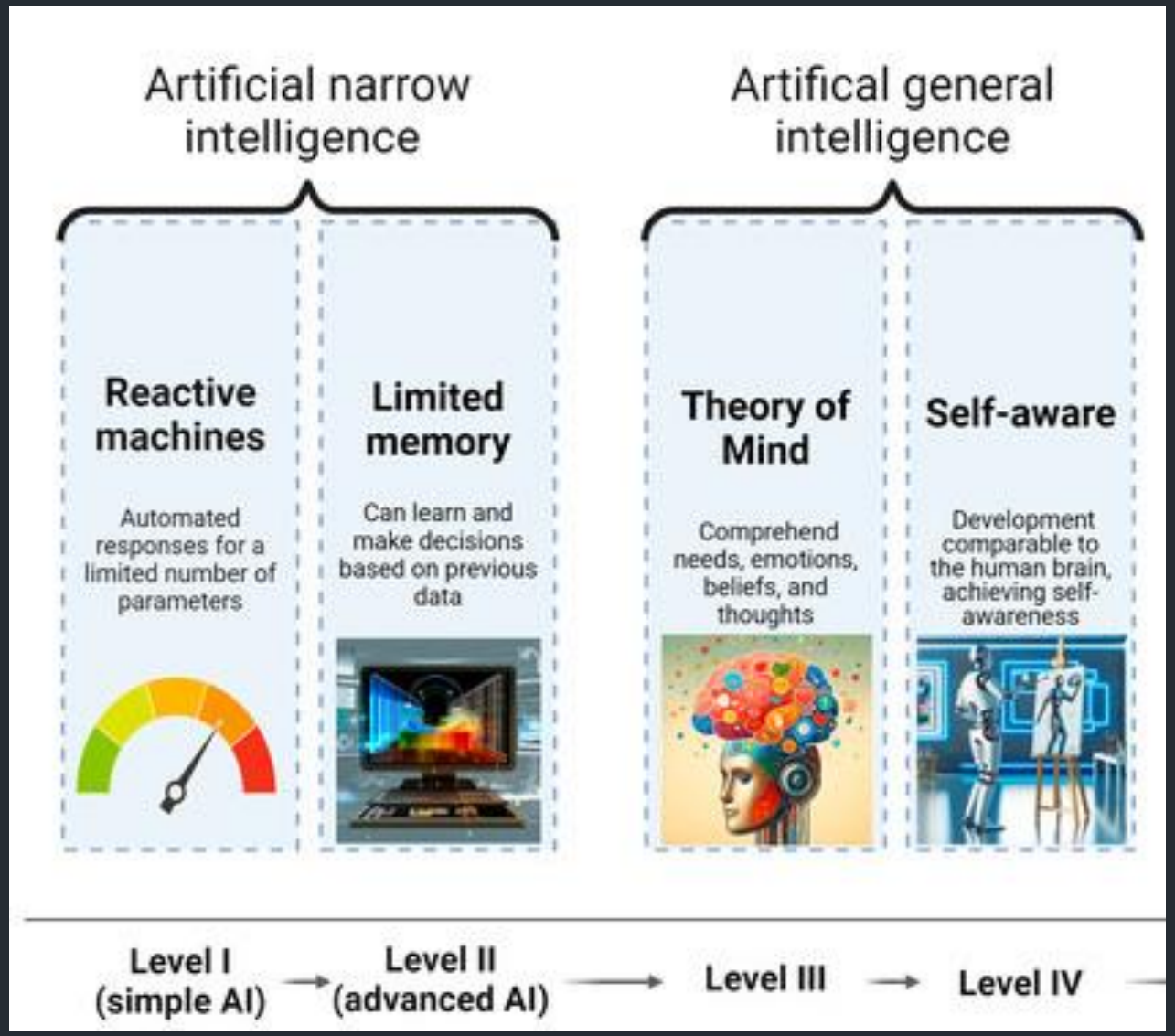
Levels of AI



- Reactive Mach
  - QuickBool
    Google Ass
  - Expert syst
    Chatbots c
    websites, I
- Limited memo
  - Generative
  - Agentic AI
    - E.g. Ope
    - See https://v
      ews/ai-a



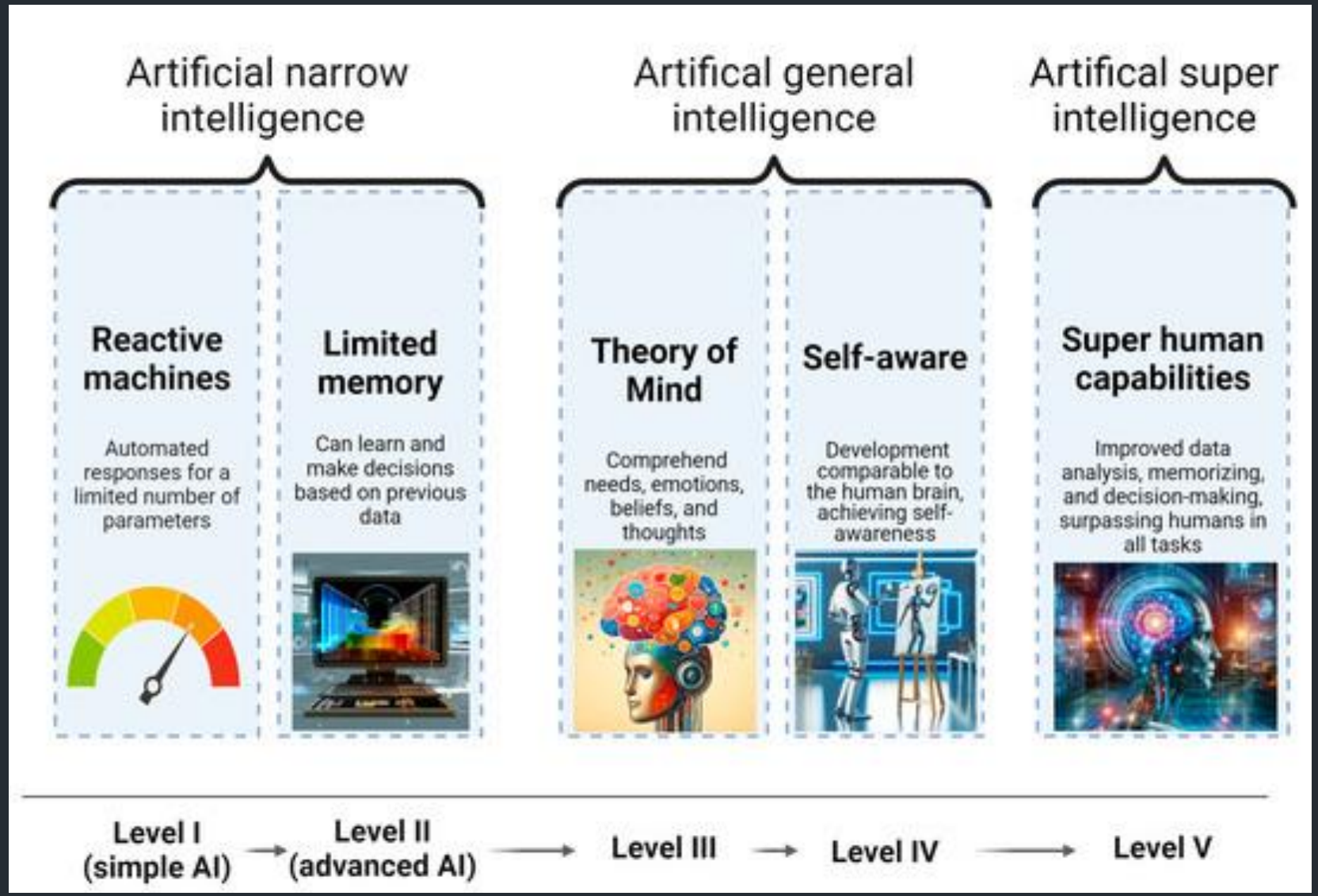
Levels of AI



- ToM
  - Meta's LLaMA 2
  - ToMnet (DeepMind)
  - Sophia
  - Kismet
- Self-aware
  - None

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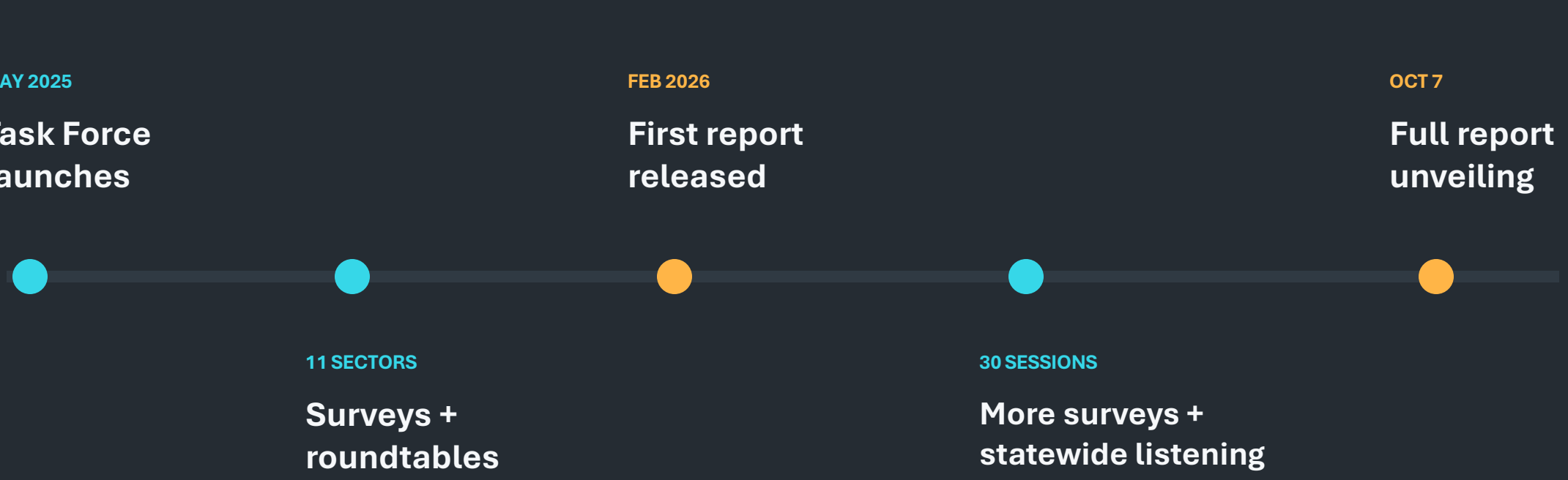
Levels of AI



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THE JOURNEY

The Task Force moved from broad surveys to 30+ statewide listening sessions



8 sectors in the deeper report

The method keeps expanding: listen → synthesize → return to the field.

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Maturity

AI usage can be at various levels



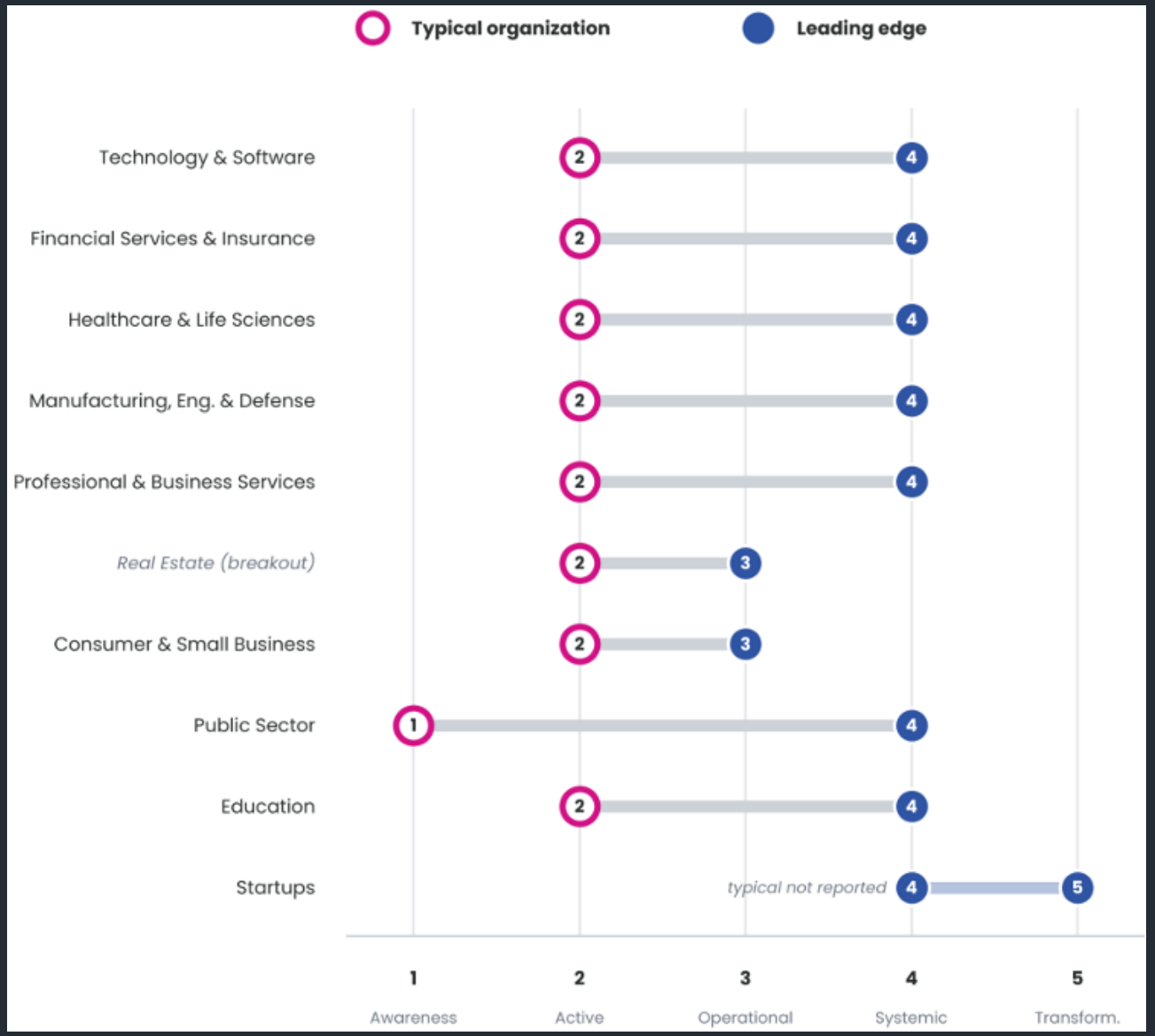
Eight sector views roll up into a statewide agenda

STATEWIDE OBSERVATIONS

ADOPTION	Where AI is—and is not—taking hold
SECURITY	How organizations manage exposure
ETHICS	Which decisions require guardrails
RESOURCES	What organizations need to progress
STATE ROLE	**What New Hampshire can enable**

The report is a baseline—not a finish line.

The adoption gap by sector



USE CASES

Six workflows show up across sectors as concrete applications running today



Ambient clinical documentation



Resident-facing municipal chatbots



Contract review and legal research



Fraud detection and commercial underwriting



Technical documentation with predictive inventory



Agentic software development

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BARRIERS/CHALLENGES

Six barriers/challenges show up across sectors



Data fragmentation and legacy systems



Shadow AI and the absence of formal policy



Procurement and budget mismatch



Regulatory and policy uncertainty



Junior talent pipeline erosion



The governance-agility gap

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Project managers can turn the findings into five operating moves

01	**MAP THE BASELINE**	Identify where AI touches the portfolio, vendors, data, and decisions.
02	**ADD DECISION GATES**	Make security, safety, ethics, and privacy explicit—not assumed.
03	**ASSIGN GOVERNANCE**	Name owners, escalation paths, approvals, and documentation.
04	**PACE TO MATURITY**	Choose pilots and controls that match the organization's readiness.
05	**CLOSE THE LOOP**	Share outcomes and join future roundtables and Town Halls.

Treat AI readiness as project infrastructure.

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WHAT IS NEXT

The Task Force commits to the future



Turn the recurring asks into shared assets. Produce the assets the report calls for most: shared policy templates, a maturity self-assessment, the AI Implementation Checklist, starting points for an organizational AI ethics statement, and a standardized procurement pathway for the public sector.



Champion the minors-first agenda with the Governor's Office and the Legislature, as the area where a practical New Hampshire standard would travel furthest.



Close the representation gap by adding Retail and Hospitality, Real Estate, and community-advocacy voices to the Task Force itself.

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WHAT IS BEING DEVELOPED

A shared resource stack will make responsible adoption easier

01

POLICY

AI policy template

Set a clear starting point for acceptable use.

02

MATURITY

Self-assessment

Locate the organization on the readiness curve.

03

SAFETY

Security + safety tips

Turn common risks into practical team habits.

04

GOVERN

Governance guidance

Clarify accountability, oversight, and escalation.

Use the tools to accelerate alignment—not to outsource judgment.

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Breakout

What would help you use AI better?

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The ask

https://nhtechalliance.org/new-hampshire-ai-task-force/

01	**SHARE**	the report and the Task Force's output
02	**PARTICIPATE**	in future roundtables and Town Halls
03	**SUSTAIN**	the volunteer effort with people and funding

Next horizon: Educate the legislature – Educate the public

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University of New Hampshire https://training.unh.edu/course/ai-project-managers

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Date: Fri Oct 30, 2026

Times: 8:30AM - 12:30PM