

# HUMANS ADOPTING TECHNOLOGY: The Hands, Head & Heart

Kathy Miller · Women in Manufacturing



## HANDS

*Actions leaders take to drive adoption*

### Model It First

- Use the tools visibly and publicly
- What leaders do, teams believe is real

### Co-Design, Don't Mandate

- Involve the floor in choosing & shaping tools
- People support what they help build

### Celebrate Early Adopters

- Recognize small wins loudly
- Make it safe to try — and to fail forward

### Protect Time to Learn

- Schedule training; don't squeeze it in
- Adoption needs space, not just tools

## ★ HEAD

*Mindsets that make tech stick*

### Optimistic Minds

- Grounded optimism drives action
- Mindset is a competitive advantage
- Leaders set the tone — every word, every reaction

### Creative Minds

- Machines do routine; humans think
- Invite ideas from the floor
- Reinvest AI time savings into problem-solving



## HEART

*The human core that drives it all*

### Meaningful Work

- Purpose · Autonomy · Mastery · Connection
- Architecture of a workplace people choose to stay in

### Making the World Better

- Ethical · Sustainable · Resilient
- Industry 5.0: Human-centered. Tech-enabled.

### Relationships & Allyship

- Inclusion · Allyship · Dialogue
- Best change happens in conversation, not announcements

## 💬 MY REFLECTION — What will I do differently?

One thing I'll do with my HANDS:

---

---

One mindset shift for my HEAD:

---

---

One action from my HEART:

---

---

Want more? Connect with the MORE Mentor — resources, tools & coaching for manufacturing leaders. [more4leaders.com](https://www.more4leaders.com)