

Proposal Outline: AI Fluency in Practice

An instructor led applied AI program for Walmart store and supply chain managers | Prepared for Walmart Inc. by Data Society (sample) | Drafted by Mike Dirks, October 17, 2026

DEMONSTRATION DOCUMENT

EXECUTIVE SUMMARY

Walmart has done the hard part: AI tools are deployed at scale, leadership is publicly committed, and a free certification is on its way to every US associate. The remaining challenge is behavioral. Managers set the pace for adoption on the floor, and managers learn best live, from experts, working on their own operational problems. Data Society proposes a pilot program, AI Fluency in Practice, that trains an initial cohort of store and supply chain managers to use Walmart's AI tools with skill and confidence, and measures the result in time saved and work quality. The pilot is designed to prove value in one region before any decision about scale.

UNDERSTANDING OF THE NEED

- About 1.5 million US associates already have AI tools, including translation in 44 languages and task management that cut shift planning from 90 minutes to 30.
- Public commitments center on access and certification. Applied, role specific practice with live instruction is not described in public announcements and is the natural next layer.
- Walmart Academy, inside the Global Talent and Learning team, provides the delivery home and the cohort infrastructure a pilot needs.

PROGRAM DESIGN

Element	Design
Audience	Store managers, assistant managers, and supply chain shift leaders in one pilot region. Cohort size set with the learning team.
Format	Live, instructor led sessions, virtual or at Academy sites, led by industry experts. Short sessions sized for operational schedules.
Curriculum	Customized to Walmart use cases: scheduling and task planning, reporting and communication, inventory and demand decisions, coaching teams through change. Practical and tactical, built on real examples.
Capstone	Each participant completes a project on a real problem from their own store or facility, with mentor support, presented at program close.
Measurement	Before and after skill and confidence assessment, manager observation rubric, and time saved tracking on named tasks, reported to the learning team at pilot close.

DELIVERY PLAN

1. **Discovery, weeks 1 to 2:** working sessions with the learning team, use case selection, baseline measurement design, and coordination with the AI acceleration team on tool priorities. Proposal language validated with technical stakeholders before delivery.
2. **Build, weeks 3 to 5:** curriculum tailored to selected use cases, instructor preparation, capstone project scoping.
3. **Pilot delivery, weeks 6 to 9:** cohort sessions and capstone work, with weekly progress reporting.
4. **Evaluation, week 10:** results report, participant and manager feedback, and a scale recommendation with options.

SCOPE AND ASSUMPTIONS

- Data Society provides instructors, curriculum design, capstone mentoring, and measurement reporting.
- Walmart provides cohort selection, Academy scheduling, tool access, and a learning team sponsor.
- Program content complements the OpenAI certification path and does not replace it.
- Pricing, cohort size, and final session counts to be scoped with the Data Society team following discovery.

WHY DATA SOCIETY

Data Society delivers instructor led training in data, analytics, and AI for Fortune 1000 companies and government agencies, with practical, tailored curriculum, real data sets, and capstone projects that tie learning to business problems. Its advisory practice supports data readiness and workflow redesign, and its stated approach is human first: AI succeeds when people understand it, trust it, and know how to use it. That philosophy matches Walmart's own people led, tech powered strategy.

Demonstration document prepared by Mike Dirks for a Data Society job application. Written from public sources only, including datasociety.com and Walmart public announcements. Not an official Data Society proposal, not affiliated with Walmart Inc., and nothing in it has been sent to Walmart.