

How Skillogy Uses AI

Human authorship, content integrity and controlled application.



Skillogy uses AI deliberately - to help interrogate established models, strengthen assurance and support learners in applying knowledge. It does not use AI as a shortcut for generating or rewriting approved course content.

The principle is consistent throughout: AI supports human capability; it does not replace Skillogy content, human judgement, accountability or responsibility.

Developed by Michael J Bolam with AI-assisted research, analysis and editorial support. Final judgement and approval remain human.

Content integrity - a clear boundary

AI does not generate, rewrite or replace approved Skillogy PERFORM™ course content. The content remains rooted in Skillogy's established research-informed intellectual property, models and development methodology and remains under human authorship, review and control.

This distinction matters. AI can add significant value around an established learning system without becoming the source of that system. Skillogy uses AI where it can improve questioning, analysis, assurance, learning transfer and follow-through - while protecting the human-developed intellectual foundation.

WHAT AI DOES - AND DOES NOT DO

A controlled role around the content, not in place of it.

- 1. Interrogate established models and relationships.** It does not generate or rewrite approved Skillogy PERFORM™ course content.
- 2. Compare evidence, terminology and architecture for consistency.** It does not determine the final architecture or own the intellectual property.
- 3. Support formal audit and challenge assumptions.** It does not make AI-generated interpretation authoritative without human review.
- 4. Ask learners focused questions and support reflection.** It does not replace the learner's judgement, workplace action or evidence.
- 5. Retrieve narrowly authorised information for a learning task.** It does not expose unrestricted protected source material or the full IP base.

6. Track agreed actions and prompt appropriate follow-up. It does not claim competence, make high-stakes employment decisions or run unrestricted autonomous loops.

AI can understand enough without exposing the “DNA”

Skillogy separates the protected intellectual foundation from the controlled architecture and the application information needed for a specific task. AI does not need unrestricted access to the deepest source material in order to support useful analysis or learning application.

PROTECTED FOUNDATION - The DNA Original research material, detailed developmental reasoning, historic decisions and proprietary source records.

CONTROLLED ARCHITECTURE - The model Approved Human-Centric Skills, Defined Abilities, domains, relationships, terminology and learning-transfer principles.

APPLICATION LAYER - The task Only the authorised information needed for the learner, audit, analysis or workflow being performed.

AI can operate effectively at the controlled architecture and application levels while the protected foundation remains governed and restricted.

AI AS A CRITICAL FRIEND TO THE ARCHITECTURE

Skillogy uses AI to test the model, not to invent it.

One of the most valuable uses of AI has been disciplined interrogation of the existing PERFORM architecture. AI can rapidly compare records, identify possible inconsistencies, test whether terminology is being used consistently and challenge whether a conclusion follows from the evidence.

SOURCE > CHECK > COMPARE > VERIFY

SOURCE begins with controlled Skillogy evidence and approved records. CHECK tests completeness, terminology and internal consistency. COMPARE examines relationships, patterns and possible contradictions. VERIFY returns the findings to human review for resolution and approval.

This approach has supported formal architecture assurance across structural integrity, conceptual coherence, terminology, evidence and traceability. The purpose is not to redesign PERFORM by AI. It is to subject an established architecture to more disciplined scrutiny.

Human authority remains decisive

AI may identify a possible anomaly, propose an interpretation or surface a pattern. The architecture owner decides whether the observation is valid, how it should be classified and whether any change is justified. Audit, correction and enhancement remain separate activities.

AI also helps challenge Skillogy’s own claims

A useful AI role is adversarial rather than promotional: asking whether a public statement is actually supported, distinguishing evidence from analytical synthesis and identifying where wording needs to be tightened. Used this way, AI can strengthen credibility precisely because it is not being asked simply to agree.

AI AS A LEARNING-TRANSFER SUPPORT

Generative and bounded agentic AI have different jobs.

Skillogy’s emerging AI Tutor design separates conversational intelligence from controlled orchestration. Generative AI can help explain, question, interpret and support reflection. Bounded agentic AI can manage authorised retrieval, memory, routing and follow-up around that conversation.

GENERATIVE AI - Ask, interpret, reflect Focused questions, explanation, feedback, reflection and language-based support where judgement adds value.

BOUNDED AGENTIC AI - Retrieve, route, follow up Identify the learner's stage, retrieve authorised information, record agreed actions, prompt follow-up and recognise when to refer to a human.

The learner remains the owner

1. **PERFORM provides the approved learning content and transfer structure.**
2. **The learner chooses, acts, judges, records evidence and reflects.**
3. **The AI Tutor asks, interprets, prompts and follows up within defined permissions.**
4. **Human support intervenes where authority, perspective or safeguarding requires it.** Managers, facilitators, mentors or specialists remain available where the task requires human authority.

Bounded by design

The Tutor does not need unrestricted autonomy. It should not reproduce complete courses, access material outside entitlement, claim that a learner is competent, make high-stakes employment decisions or continue autonomous loops without limits.

The intended result is not more AI conversation for its own sake. It is better learning transfer: helping a learner move from approved knowledge into planned workplace action, review, reflection and evidence.

TRANSPARENCY IN DEVELOPMENT AND AUTHORSHIP

Skillogy should be clear about where AI contributes.

The same principle applies to the development of Skillogy Insights. AI can assist with research, analysis, challenge, synthesis and drafting. Michael J Bolam sets the subject, raises and tests the questions, reviews the evidence, makes the substantive judgements and approves the final content.

Recommended authorship statement

Developed by Michael J Bolam with AI-assisted research, analysis and editorial support. The author determines the subject, challenges assumptions, reviews the evidence, makes the substantive judgements and approves the final content. AI is used as a thinking, analysis and editorial tool rather than as the owner of the argument or intellectual property.

One principle across four uses of AI

DEVELOPING PERFORM - Human owns the architecture AI helps interrogate, compare and audit it.

WRITING INSIGHTS - Human owns the argument AI helps research, challenge, structure and express it.

LEARNING - Human owns the development AI helps apply, reflect and follow through.

WORKPLACE USE - Human owns the outcome AI helps perform the work; judgement and accountability remain human.

Protect the human intellectual foundation. Use AI where it adds analytical or practical value. Keep authority, judgement and responsibility human.

This is not an argument for minimal use of AI. It is an argument for purposeful use: applying generative and agentic capability where it genuinely strengthens analysis, learning and performance, while maintaining clear boundaries around content, intellectual property and human responsibility.

Development and content integrity note. These Insights are developed by Michael J Bolam with AI-assisted research, analysis and editorial support. AI may help question, compare, synthesise and draft, but the author determines the subject, challenges assumptions, reviews evidence, makes substantive judgements and approves the final content. AI does not generate, rewrite or replace approved Skillogy PERFORM™ course content.