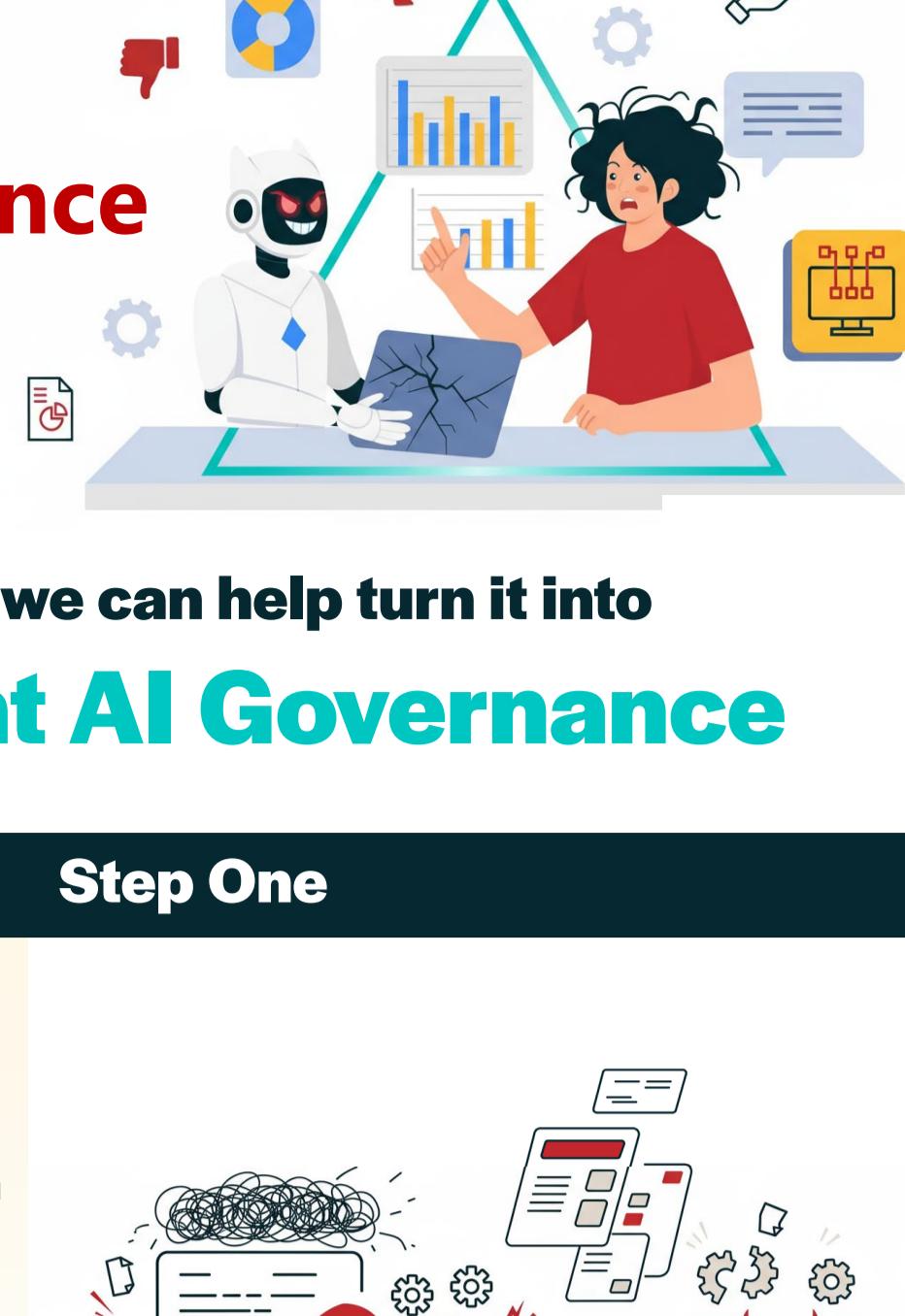


The Guide to **terrible** **AI Governance**



And how we can help turn it into **Excellent AI Governance**

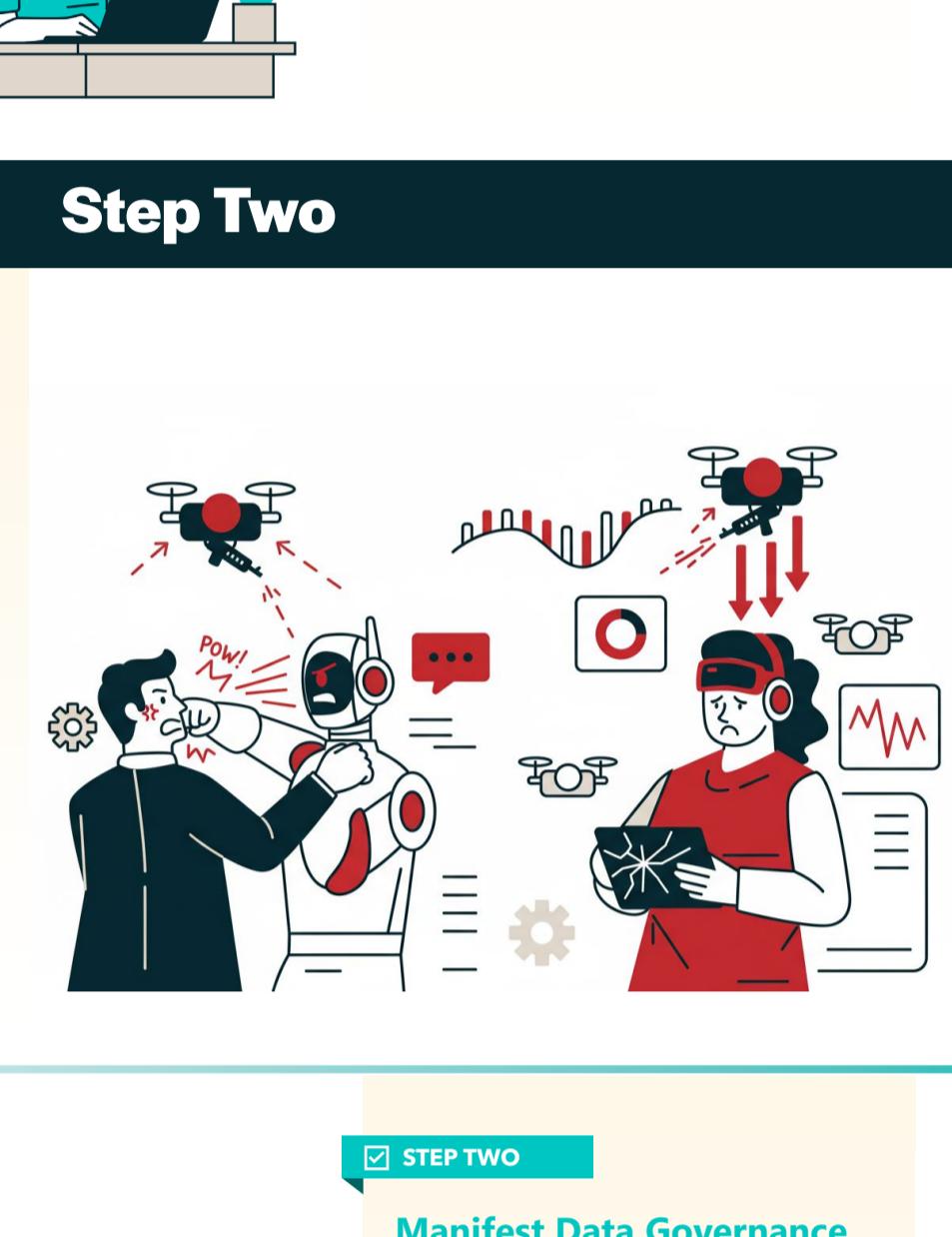
Step One

STEP ONE

Governance Gold Rush

The FOMO Governance Strategy

- Buy every governance tool that appeared in your LinkedIn feed this week
- Create an AI ethics board (no ethicists needed, just executives)
- Measure success in PowerPoint slides per quarter, not risks mitigated
- When the CFO asks about ROI, use the words "transformational" and "synergistic" until they leave
- Build your own governance framework from scratch because surely your bank is completely unique
- Bonus points: Hire three competing consultancies to give conflicting advice



STEP TWO

Manifest Data Governance

The Power of Positive Thinking (About Data Controls)

- Believe your models will magically identify their own bias
- Store critical data lineage in employee's memory
- Scatter documentation across 47 Teams channels and 3 SharePoints
- Make GDPR compliance someone else's problem (they think it's yours)
- Trust machine learning to transform bad data into good insights
- Skip quality checks - they show lack of faith in AI

Step Two



STEP ONE

Governance Gold Rush

The Grown-Up's Guide to ROI

- Start with one actual risk you're trying to mitigate
- Give someone specific ownership with actual authority
- Governance should be proportional to potential impact
- Use existing frameworks (ISO 42001 exists for a reason)
- Success looks boring - no incidents, no drama

STEP THREE

Governance Groundhog Day

Perfect the Art of Never Delivering:

- Extend your 3-month pilot into its third year
- Keep gathering the same requirements from the same people
- Create committees whose sole purpose is creating more committees
- Define success as "we'll know it when we see it"
- Add three review cycles for every cycle you complete
- Maintain your framework at exactly 90% complete forever



STEP TWO

Manifest Data Governance

The Unglamorous Truth About Data

- Data governance is a critical foundation of AI governance
- Document your data like someone's job depends on it (it does)
- Version control isn't optional for datasets anymore
- Test with your worst data, that's what production looks like
- One reliable source beats five questionable ones

STEP THREE

Governance Groundhog Day

Perfect the Art of Never Delivering:

- Write 300-page policies that analytics show nobody opens
- Schedule model risk management for "Phase 2" indefinitely
- Use "trust me" as your primary audit mechanism
- Hope regulators won't read past page 10
- Claim black box compliance without evidence
- Add meaningless guardrails that guard nothing
- Deploy jargon to confuse rather than clarify anything
- Build controls that don't actually control anything

Step Three



STEP THREE

Governance Groundhog Day

Ship It or Skip It

- 12 weeks to working governance
- Start with 3 rules people will actually follow
- Working governance beats perfect documentation
- If it's not in production, it doesn't exist
- Minimum viable governance is still governance

STEP FOUR

Performative Governance & Compliance Cosplay

Oscar-Worthy Compliance Theatre:

- Write 300-page policies that analytics show nobody opens
- Schedule model risk management for "Phase 2" indefinitely
- Use "trust me" as your primary audit mechanism
- Hope regulators won't read past page 10
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- Add meaningless guardrails that guard nothing
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Step Four



STEP FOUR

Performative Governance & Compliance Cosplay

Effective Governance

- Automate controls where possible - machines don't forget
- Build checks into the pipeline, the documentation
- 2 pages people read beats 200 pages they don't
- Track what gets blocked, not just what gets approved
- Make compliance the default, not the exception

STEP FIVE

The Great Human Oversight

Guarantee Maximum Non-Compliance:

- Assume AI will "govern itself" through "emergent properties"
- Allocate nothing for training, everything for crisis management
- Announce major changes in all 45-minute Friday stand-ups
- Blame users when your 47-step process fails
- Make official AI access so painful that shadow AI thrives
- Act surprised when everyone uses personal ChatGPT accounts

Step Five



STEP FIVE

The Great Human Oversight

Humans Are the Control

- Make the compliant path the easy path
- Train people before you need them to know it
- Put governance champions in self-service not comms services desk
- Self-service beats service desk every time
- If people bypass it, fix the process, not the people