



2,000 L&T Managers Go from AI-Aware to AI-Ready

Overview

L&T, one of India's largest engineering and construction conglomerates, partnered with Humaine Labs to close a critical capability gap: 2,000 mid managers and executives had access to AI tools but lacked the confidence and structure to use them in real knowledge work.

At scale, low AI adoption isn't just inefficiency — it's a strategic risk. Every manager relying on manual research, slow drafting, and gut-feel decisions is a competitive disadvantage multiplied across the org.

Humaine Labs designed and delivered the AI Confidence Bootcamp, a 7-hour, practitioner-led programme tailored to L&T's workflows, not generic AI demos.

L&T managers **spend hours on tasks like drafting proposals, research, and stakeholder communications.**

AI awareness existed but was never connected to L&T's day-to-day knowledge work.

Partnered with Humaine Labs to turn **AI from a buzzword into a real productivity advantage for 2,000 professionals.**

Challenges



Awareness without adoption:

Managers knew AI tools existed but had never connected them to their actual work.

I

No prompting framework: Without a structured approach, outputs were inconsistent and unreliable. Participants defaulted to manual work after a few bad results.



No Copilot confidence: Copilot was available but sat unused. Managers had no framework for how to apply it to real work, leading to low adoption and missed productivity gains.



Scale without structure: Deploying AI capability across 2,000 professionals in multiple batches required a delivery model that was consistent, live, and repeatable. Not a one-off workshop.

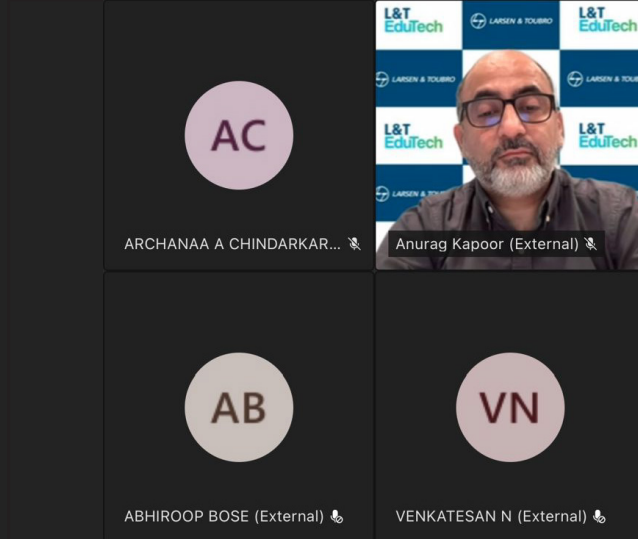
Solution

The bootcamp was built around one principle: every exercise connects directly to the work managers do on Monday morning.

Not a lecture, not a product demo. A live working session where participants leave with outputs, frameworks, and workflows they can immediately apply.

Humaine Labs walked participants through six modules across 7 hours from AI fundamentals and responsible usage, to hands-on Copilot mastery, to a live use case lab using real proposals, research tasks, and communications.

By the final module, participants weren't exploring AI, they were using it.



What Makes This Different

1

Built around actual work: Every lab uses the kinds of tasks L&T managers actually do. Comparison, Research, etc...

2

Hands-on live labs: Participants produce real outputs in the room, not just watch demos and hope it clicks later.

3

Taught by practitioners: Humaine trainers have run these workflows themselves, not academics or influencers teaching theory.

Results



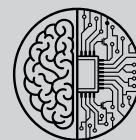
Participants moved from **tool confusion** to **confident, structured usage**



6 live workflows built across drafting, research, and communication



Every manager left with **a repeatable prompting framework**



Participants can now judge **AI vs human judgment calls confidently**

“

I've sat through five AI trainings. This is the first one where I actually did something.

– **Senior Manager, L&T**

About Humaine

Humaine Labs is a **practitioner-led AI learning and execution partner** built with a simple belief, teams don't need more theory, they need hands-on mastery. We have trained over 3000 professionals from 50+ top organizations such as Marico, Aether, L&T, Capgemini among others.

If this could be relevant to your business, do reach out us at learn@humainelabs.com