

More Than 90% of Your Employees Are Already Using AI **You Don't Control.**

Shadow AI isn't a future risk. It's already inside your organisation — with your client data, your IP, and no audit trail.

SWIPE →

What shadow AI is, and what to do about it.

01 What shadow AI actually looks like day-to-day

02 The four exposures it creates

03 Why banning it makes things worse

04 The governed alternative that actually works

90%

of employees already use personal AI tools for work.

Not occasionally. Regularly — with real data, on real tasks, regardless of whether your organisation has a policy in place.

Source: MIT, enterprise AI research

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kinds of exposure, in a single copy-paste.

Client confidentiality, data protection law, professional liability, IP disclosure — all four trigger the moment data leaves your systems and enters a consumer AI platform.



Malicious actors required. The employee pasting client data into ChatGPT is trying to be helpful, not reckless. The risk is structural, not intentional — which is exactly why a policy alone won't fix it.



Banning personal AI tools does not stop shadow AI. It pushes it further underground.

Terence Kok

on why prohibition backfires

Two responses. One works.

PROHIBITION

Employees go more discreet

You lose visibility entirely

Signals AI is a threat, not a tool

GOVERNED ALTERNATIVE

Contractually compliant by design

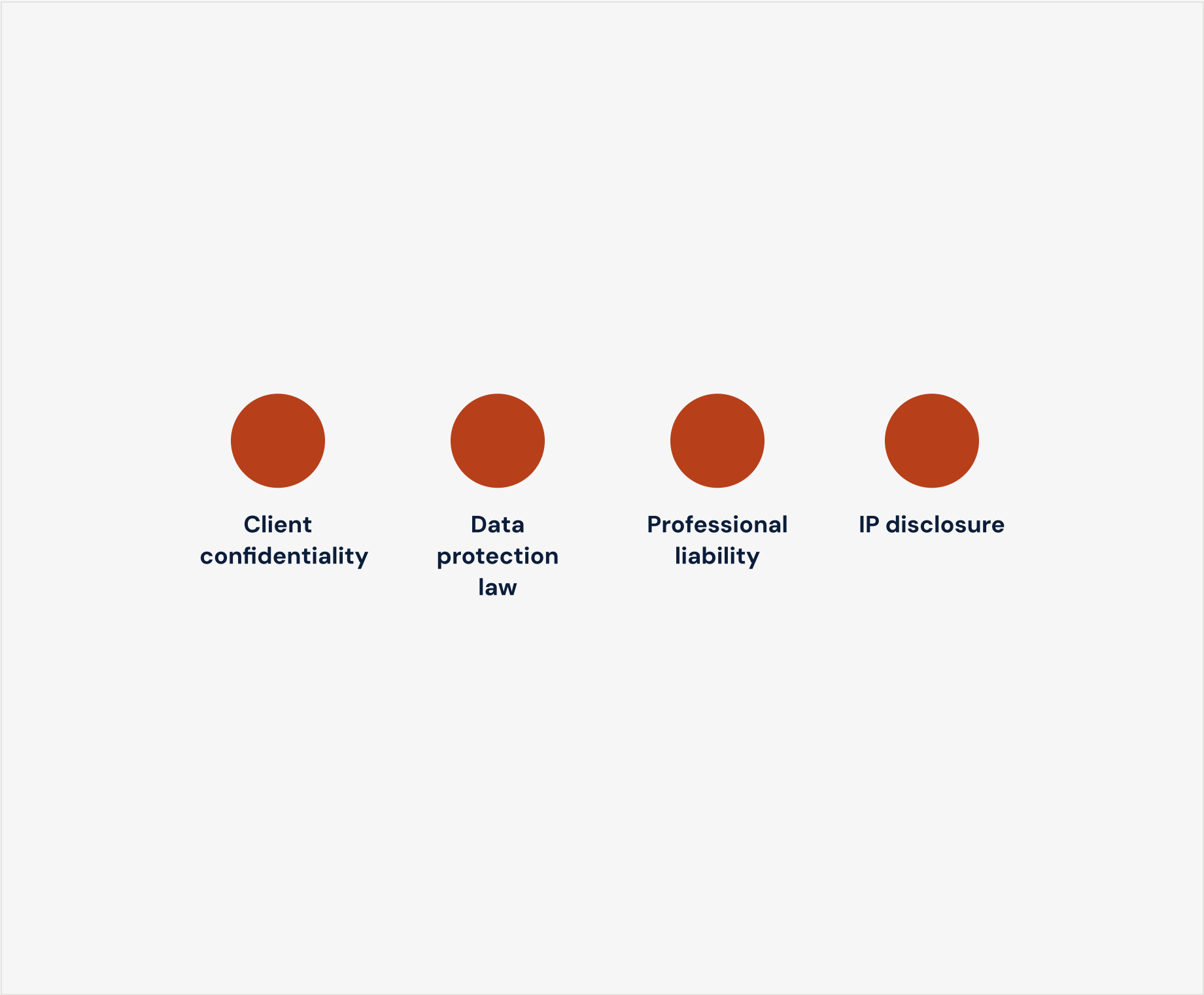
Built on your own workflows

Audit trail employees don't fight

This is a leadership decision, not an IT project.

If you announce a governance policy without a governed alternative that's genuinely more useful, you're asking employees to be less productive for compliance reasons. Most won't make that trade willingly, and you shouldn't be asking them to.

Where the data actually goes.



The full exposure breakdown and the governed-alternative framework:
terencekok.com/blog/shadow-ai-is-already-inside-your-organisation

Shape how they use it, or leave it to them.

Ninety percent of your workforce has already decided AI is useful. The only choice left is whether your organisation governs it.



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