

AI & Organizational Change (Joint Programme)

Duration: 5 Days (40 Hours)

Day 1: Foundations of AI & Organizational Change

- **What AI means for today's organizations (non-technical overview with examples)**
 - **Shaping leadership mindset for AI-driven transformation**
 - **The intersection of AI, culture, and organizational design**
 - **Understanding the human side of AI adoption: trust, acceptance, and resistance**
 - **Activity: Assess current organizational readiness for AI adoption**
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Day 2: AI and Cultural Alignment

- **The role of organizational culture in successful AI adoption**
 - **Aligning values, behaviors, and leadership styles with AI transformation**
 - **Balancing people-centric culture with technology-driven efficiency**
 - **Encouraging innovation and psychological safety in AI projects**
 - **Workshop: Designing a culture-building initiative to support AI adoption**
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Day 3: AI for Workforce Transformation

- **Redefining roles and responsibilities in an AI-enabled workplace**
 - **Identifying skills of the future and planning for workforce reskilling**
 - **AI as a partner in employee engagement and productivity**
 - **Creating equitable opportunities for employees during AI-driven change**
 - **Exercise: Develop a workforce transformation roadmap using AI-enabled HR and training strategies**
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Day 4: AI and Organizational Restructuring

- **Using AI insights for strategic restructuring (processes, teams, and hierarchies)**
 - **Making data-informed leadership decisions without over-relying on technology**
 - **Managing redundancies, redeployments, and new role creation with empathy**
 - **Governance, ethics, and transparency in restructuring decisions**
 - **Case Study Discussion: Organizations that have successfully restructured with AI**
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Day 5: Leading AI-Driven Organizational Change

- **Change management frameworks adapted for AI transformations**
- **Effective communication strategies for different levels of the workforce**
- **Measuring success: cultural impact, workforce outcomes, and structural improvements**
- **Capstone Project: Participants design an integrated AI adoption & change plan for their organization (cultural, workforce, and structural dimensions)**
- **Peer presentations and feedback**
- **Closing reflections: Leadership commitments for AI-enabled future**