KOENIG SOLUTIONS · COURSE OUTLINE

AI & Change: Workforce Transformation & Adoption

5 Days
40 HOURS

19
TOPICS

5
HANDS-ON ACTIVITIES

LEARNING OBJECTIVES

- Explain what AI means for organizations and workforce dynamics
- Assess organizational culture and readiness for AI adoption
- Align leadership styles and behaviors with AI transformation goals
- Plan workforce reskilling and redefine roles for AI-enabled workplaces
- Apply AI insights to guide organizational restructuring decisions
- Evaluate governance, ethics, and transparency in restructuring
- Develop change management strategies for AI transformation
- Measure cultural, workforce, and structural outcomes of AI adoption

COURSE SYLLABUS

19 Topics

DAY 1 Foundations of AI & Organizational Change

TOPICS

Activity

- 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

DAY 2 AI and Cultural Alignment

TOPICS

Workshop

- 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

DAY 3 AI for Workforce Transformation

TOPICS

Exercise

- 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

DAY 4 AI and Organizational Restructuring

TOPICS

Activity

- 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

DAY 5 Leading AI-Driven Organizational Change

TOPICS

Capstone Project

- 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

HANDS-ON ACTIVITIES

Practise What You Learn

MODULE	ACTIVITY
Foundations of AI & Organizational Change	**Activity:** Assess current organizational readiness for AI adoption
AI and Cultural Alignment	**Workshop:** Designing a culture-building initiative to support AI adoption
AI for Workforce Transformation	**Exercise:** Develop a workforce transformation roadmap using AI-enabled HR and training strategies
AI and Organizational Restructuring	**Case Study Discussion:** Organizations that have successfully restructured with AI
Leading AI-Driven Organizational Change	**Capstone Project:** Participants design an integrated AI adoption & change plan for their organization (cultural, workforce, and structural dimensions)

WHAT IS INCLUDED

Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

ABOUT KOENIG

Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

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