

Change AI

AI Calculations. Human Decisions.

Powered by Microsoft Azure 

© Bryan Yue, Raylan Liang, Chrissa da Gomez





Problem Statement



Navigating Decision Uncertainty.

It's often difficult to **quantify the benefits** of a change. Business leaders may make decisions without fully understanding the impact, finding it challenging to quantify benefits like efficiency gains or properly assess risks.



Limited Use of Data.

Readiness for transformation is key, yet most organizations **lack the real-time data** needed to assess it. Without timely insights, leaders rely on gut instinct or outdated information, delaying strategy shifts.



Slow Feedback Loop, Reactive vs. Preventive

Most change efforts follow a **one-way path from decision to execution**—without iterative real-time feedback. This outdated model delays iteration and misses early warning signs.





Our Solution: Change AI

AI-powered, Iterative, Customizable Change Management Calculator. Instantly assess readiness, model risk, and view the ROI of change before rollout.



AI-Driven Cost Benefit Analysis

Compares direct and indirect costs (e.g., training, downtime) with potential benefits. Reduces bias in decision-making, ensuring a data-driven assessment instead of relying on gut instinct.



Ethical Scenario Comparison & Fair Recommendations

Uses AI to compare solutions (e.g., Jira vs. Asana) with ethical considerations in mind, ensuring fairness and transparency in decision making.



User-Friendly Dashboard & Reporting

Offers clear visualizations and reports for easy stakeholder communication. Reports include a decision log that tracks changes, ensuring transparency and accountability.

Core Functionalities



AI-Powered Predictive ROI insights quantifies cost and benefits, calculates predictive ROI values.



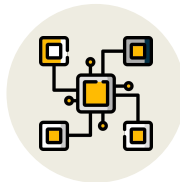
ROI Dashboard and Reporting to help stakeholders make data-backed decisions.



Decision Log tracks decisions changes, ensuring accountability, and transparency.



Prompt Engineering and Structured Output ensured stable API consumption and tailored recommendations.



Customization and Integration users can customize parameters based on project context. Easy integration within the Azure ecosystem.



Accessibility & Inclusion: uses clear, jargon-free language to make insights understandable to all stakeholders, from executives to non-technical users.

AI Ethics & Responsibility

Transparency



User can view **log of changes** made to their input and can download versions of the output.

Security



Protects **user privacy** and security by securely handling input data without storing personally identifiable information.

Human Oversight



Encourage **human review** at the end of every assessment.

Fairness



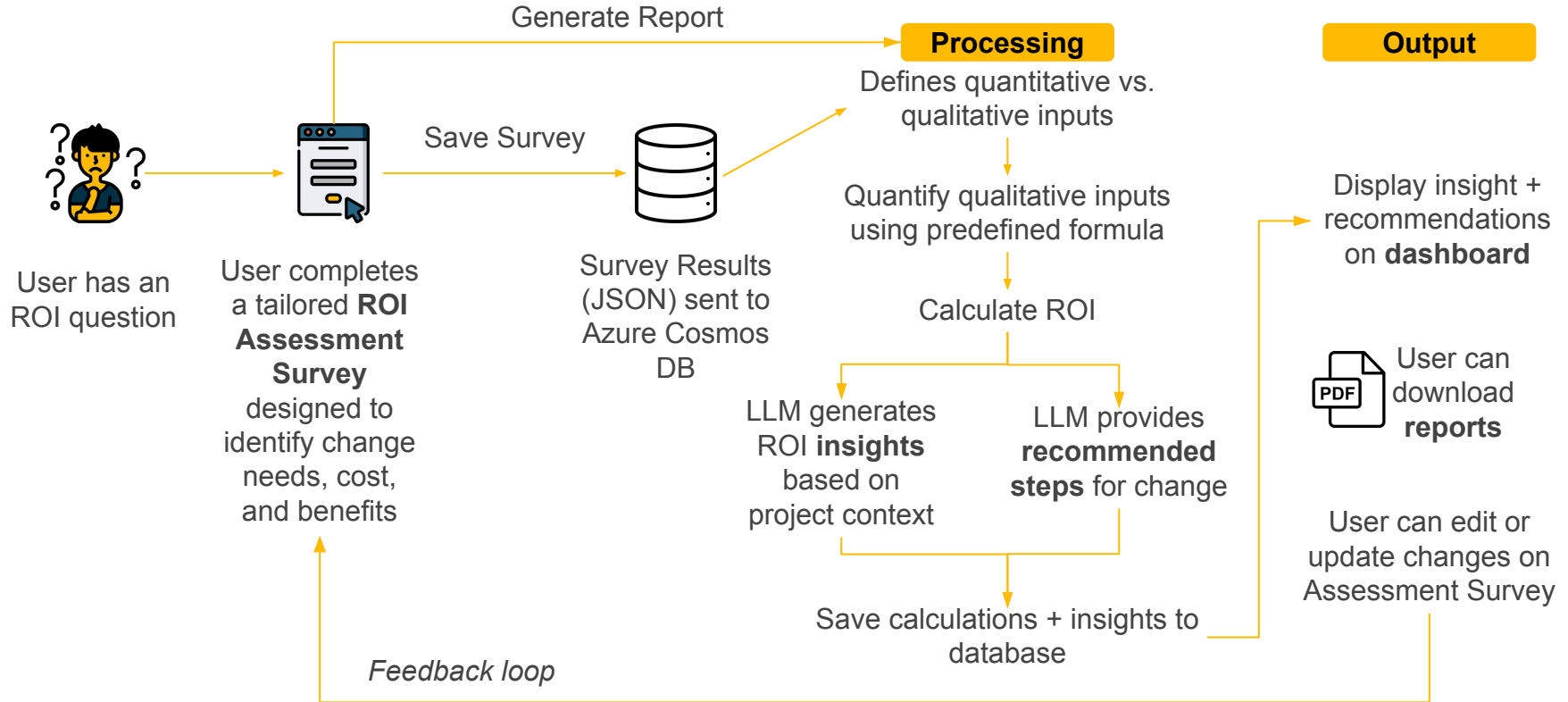
Uses **consistent logic** across all scenarios, **avoiding bias** in recommendations.

Model explainability



Output is annotated with explanations, offering an **intuitive interface** for a **diverse users**, regardless of technical background.

Iterative Change Management Planning



Live Demo



change.ai

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Azure Tech Stack

> Frontend



Azure Static Web
Apps



React

> Compute



Azure Function App

> Monitoring



Azure Application
Insights

> AI Insights



Azure Open AI
(gpt-4o)

> Security



Azure KeyVault / Azure
Managed Identity

> Storage

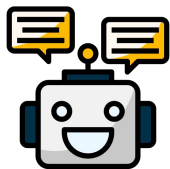


Azure Cosmos DB



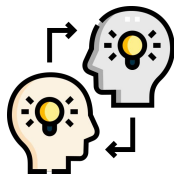
Azure Blob

Future Roadmap



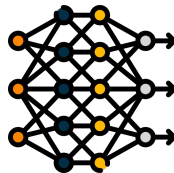
Q3 2025

Realtime **chatbot** to facilitate consultation and gathering user inputs in place of the survey.



Q4 2025

Use **RAG** (Retrieval Augmented Generation) with configurable data sources and context for Large Language Model to consume and improve the model inputs.



Q1 2026

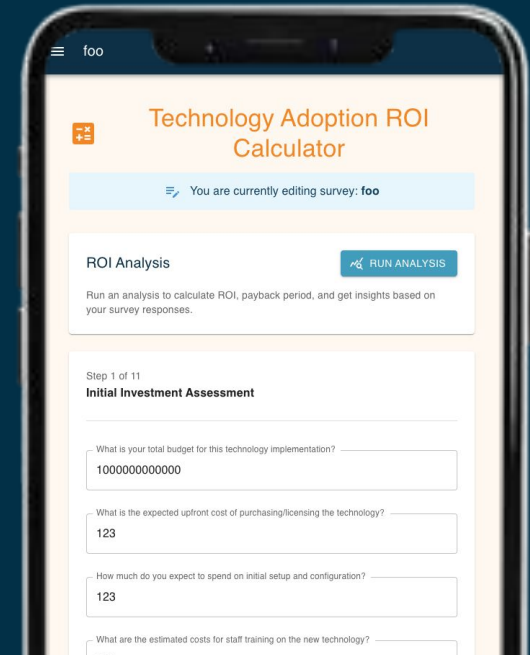
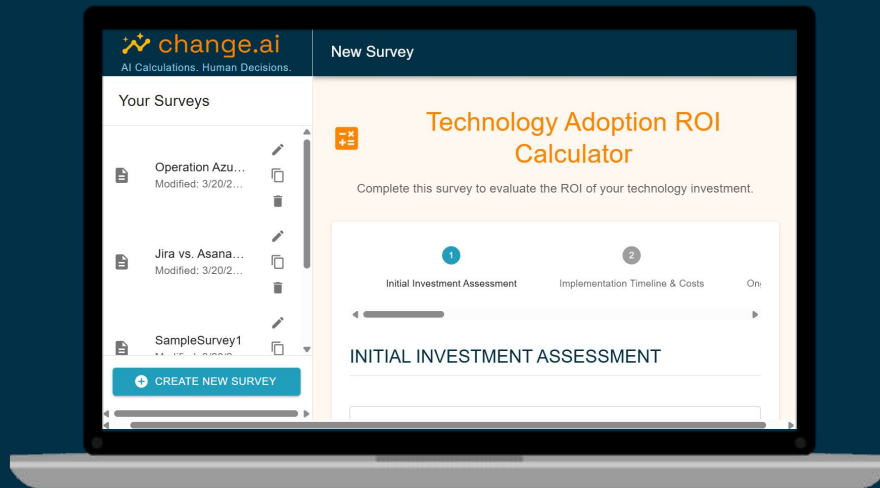
A more **Robust** model. Tailored **Azure ML** models with proprietary change management data to differentiate from competitors and have more control on responsible AI.



Q2 2026

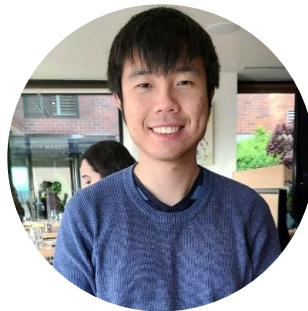
Dedicated support features, fostering a **human connection** and providing expert guidance.

Change AI: Available on Both Web and Mobile





Ray Liang



Bryan Yue



Chrissa da Gomez



Our Team



GitHub Repo Link

At **Change AI**, our team of innovators, data scientists, and change management experts is dedicated to transforming the way businesses navigate change. With a shared passion for AI-driven insights, we bring together diverse skills in technology, strategy, and analytics to create a powerful tool that quantifies **the cost of change and its impact**. **Our mission is to help organizations make smarter**, data-driven decisions that optimize transformation efforts, reduce risk, and maximize ROI. Together, we are redefining the future of change management.