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Change AI

AI Calculations. Human Decisions.

Powered by Microsoft Azure

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Problem Statement

Uncertainty in Decision Making.

Managers often struggle to **quantify the benefits** of a change as they greenlight initiatives without measuring potential risks or quantifying benefits like time savings or efficiency gains.

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 Without timely insights, leaders rely on gut instinct or outdated information, delaying strategy shifts.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 This outdated model delays iteration and misses early warning signs.

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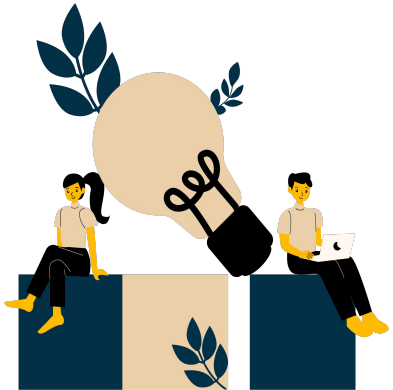
Our Solution: Change AI

AI-powered, Iterative, Customizable Change Management Calculator. Instantly assess readiness, model risk, and see 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.

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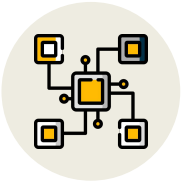
Core Functionalities

AI-Powered Predictive ROI insights with side-by-side change initiative comparison

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 Azure ecosystem.

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

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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**.

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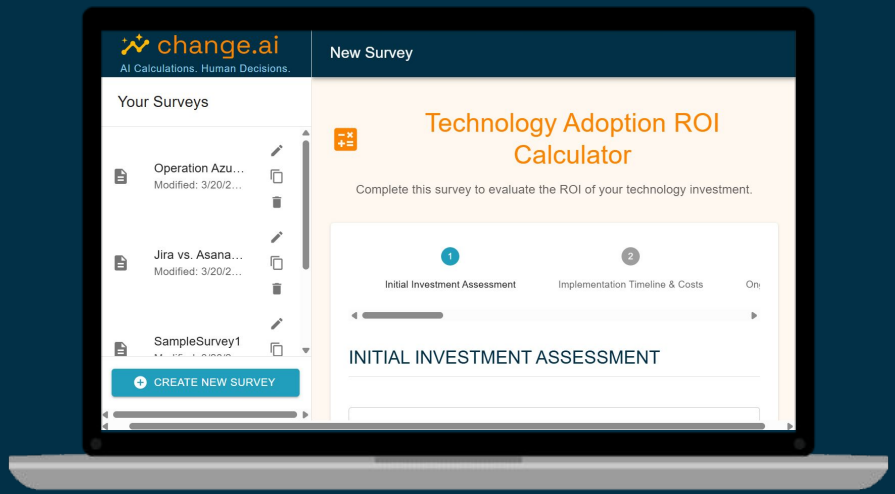
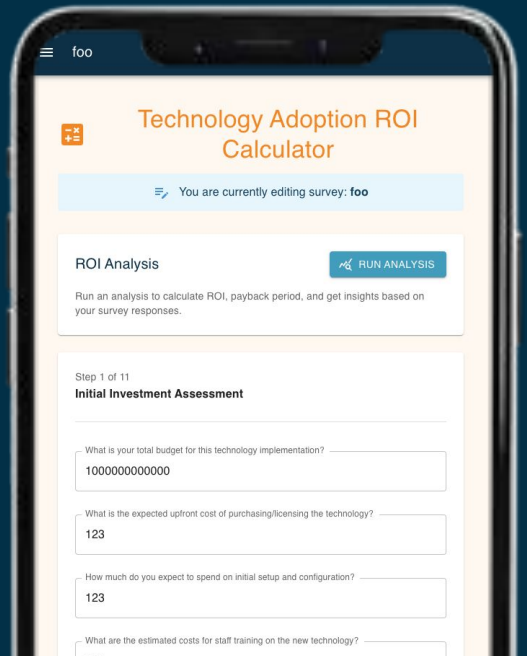
Change AI: Available on Both Web and Mobile





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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

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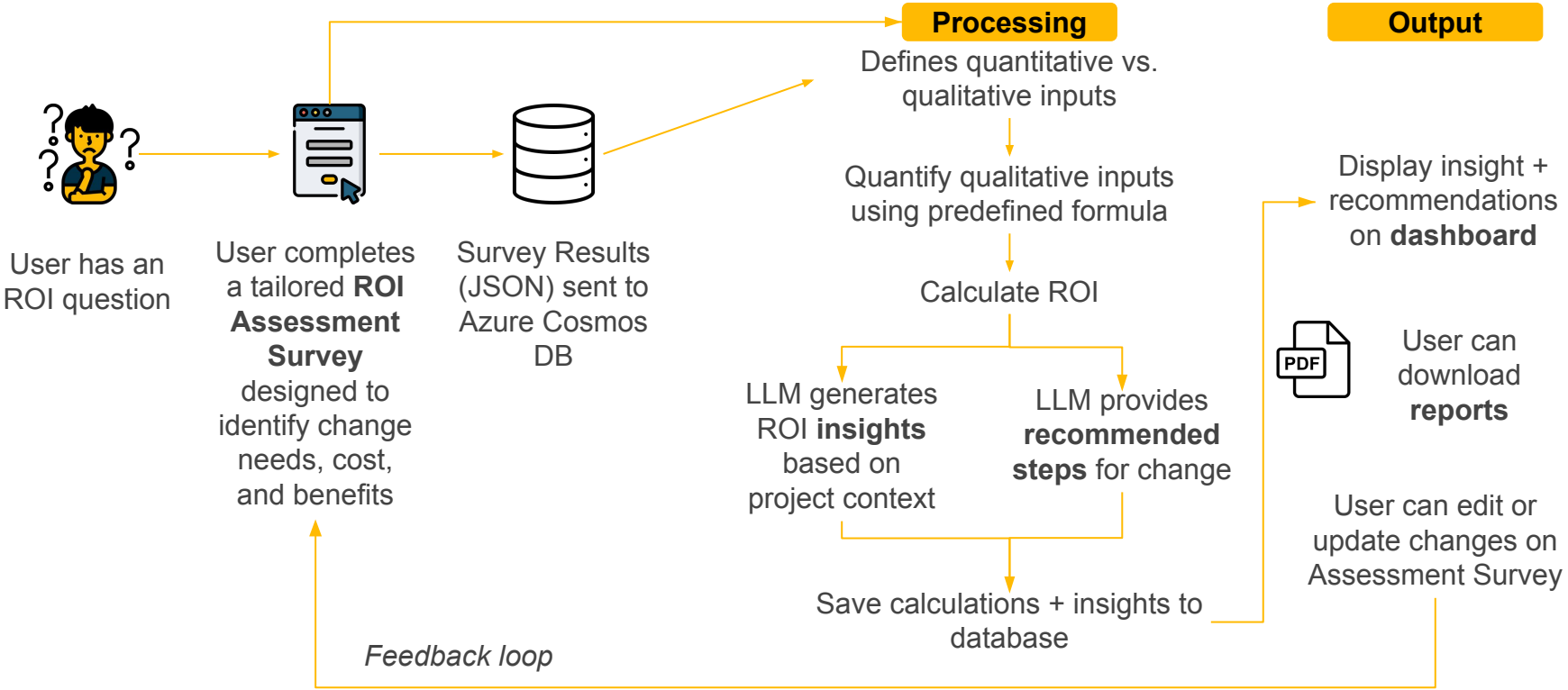
Iterative Change Management Planning



Live Demo

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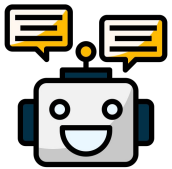
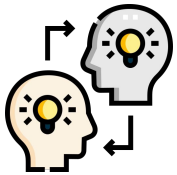
Future Roadmap



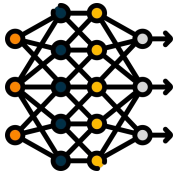
Q3 2025

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



Q2 2026

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



Q1 2027

Train Azure GPT model with proprietary change management data to differentiate from competitors and have more control on responsible AI

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Our Team

https://github.com/Chrissa2009/change-ai.git

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.