Leading Change in the Age of AI

- **Introduction**
  - Defined objectives of the training program
  - Positioned AI as both a technological shift and a human transformation journey
  - Engaged participants through reflection on their perceptions of AI

- **Foundations of Change Management**
  - Explained the importance of structured change processes
  - Introduced globally recognized frameworks such as Kotter's 8 Steps and ADKAR
  - Highlighted common patterns of employee resistance

- **AI in the Workplace**
  - Clarified misconceptions about AI
  - Illustrated AI's practical applications across HR, Finance, Operations, and Customer Service
  - Addressed opportunities and organizational challenges

- **Intersection of AI and Change**
  - Demonstrated why AI adoption requires intentional change management strategies
  - Explored employee concerns including trust, skills gaps, and job security
  - Showcased real-world case studies of successful and failed AI implementations

- **Strategies for Managing AI-Driven Change**
  - Designed approaches to build awareness and trust in AI tools
  - Developed frameworks for upskilling and reskilling employees
  - Encouraged cultures of innovation and experimentation
  - Provided communication strategies for leaders managing AI transitions
  - Outlined methods for measuring adoption and impact

- **Interactive Activities**
  - Designed scenario-based simulations for managing resistance
  - Developed role-play exercises to practice leadership in AI adoption
  - Facilitated group discussions on building AI readiness

- **Conclusion**
    - Summarized actionable takeaways for participants
    - Defined next steps for applying learning within their organizations
    - Encouraged reflection and dialogue through Q&A sessions

By the end of this training, participants will be able to:

1. **Explain** the fundamentals of change management and apply key frameworks (e.g., Kotter, ADKAR) to AI-driven transformation.

2. **Differentiate** between myths and realities of Artificial Intelligence and **identify** its practical applications in organizational contexts.

3. **Analyze** the impact of AI adoption on employees and **recognize** common concerns such as job security, trust, and skills gaps.

4. **Design** strategies to build awareness, trust, and readiness for AI within their teams and organizations.

5. **Demonstrate** effective communication and leadership approaches for reducing resistance to AI adoption.

6. **Apply** problem-solving skills through simulations and role-play to manage real-world AI change scenarios.

7. **Evaluate** the success of AI adoption initiatives by using appropriate metrics and feedback mechanisms.