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COURSE BROCHURE

AI-Driven Leadership for Workforce Redesign Training Course

3 – 7 October 2027
Online

AI-Driven Leadership for Workforce Redesign Training Course

Ref: 740_27799 **Date:** 3 – 7 October 2027 **Location:** Online **Fees:** 2900 GBP

AI-Driven Leadership for Workforce Redesign is a 1-week training course for senior managers and heads of function who must reshape jobs as AI enters daily operations, and who will leave with an AI Workforce Transition Blueprint for their own area. Organisations are moving AI from experiments into core processes, which forces hard choices about roles, authority and people. Jupiter Prime Training offers this course on AI-Driven Leadership for Workforce Redesign to leaders carrying those choices.

Why AI-Driven Leadership for Workforce Redesign Matters Now

Three pressures meet on the senior manager's desk: AI assistants that absorb a growing share of routine tasks, employees anxious about what remains of their jobs, and boards asking who is answerable when an automated recommendation goes wrong. Leaders who redesign roles deliberately keep scarce expertise and win trust; those who let tools drift into workflows face resistance, attrition and blurred accountability. The course draws on ISO/IEC 42001, the AI management system standard, and the NIST AI Risk Management Framework NIST AI RMF for the leadership and oversight duties they describe.

Who Gains Most from AI-Driven Leadership for Workforce Redesign

- Heads of function deciding which roles change as AI assistants arrive
- Senior operations leads who redraw workflows and reporting lines
- Senior people leaders responsible for reskilling and redeployment routes
- Transformation sponsors answerable for uptake and benefits of AI investments
- Senior managers who set authority limits for automated recommendations

A leadership group gains most when a function head, its senior people partner and its transformation sponsor attend together.

AI-Driven Leadership for Workforce Redesign Capabilities

Participants treat job change as a design problem with clear authority lines and realistic routes into new work.

- Assess task exposure across a function to decide which roles to recompose — the executive committee
- Design future-state workflows and job profiles around AI assistants — line managers
- Specify a decision rights matrix for human and machine choices — risk and audit functions
- Weigh the sources of resistance and job anxiety in affected groups — employee representatives
- Build reskilling pathways that link declining roles to growing ones — the people function
- Communicate workforce change with credible adoption metrics — staff and the board

Key AI-Driven Leadership for Workforce Redesign Terms

- Task Exposure — The share of a role's activities that AI can perform, assist or reshape.
- Role Recomposition — Rebuilding a job from the tasks that remain after automation, plus new AI-related duties.
- Decision Rights Matrix — A table stating who decides, recommends, reviews or is informed for each decision shared between people and AI systems.
- Human-in-the-Loop — A control design where a person must review or approve an AI output before it takes effect.
- Reskilling Pathway — A defined route of learning and assignments that moves an employee from a shrinking role into a growing one.
- Adoption Metrics — Indicators of how far AI tools are used, how well people use them and how staff feel.

AI-Driven Leadership for Workforce Redesign Day by Day

Day 1: Forces Reshaping Roles and Jobs

- Task Exposure Mapping — Which Activities AI Can Absorb or Augment
- Job Architecture Inventory — Roles Most Affected by Automation
- ISO/IEC 42001 Leadership Clauses — Senior Accountability for AI Use
- NIST AI RMF Govern Function — Workforce Roles in AI Oversight
- Stakeholder Sentiment Scan — Employee, Union and Customer Expectations

Day 2: Redesigning Roles and Workflows

- Task Decomposition Method — Splitting Roles Into Human and Machine Tasks
- Future-State Workflow Maps — Redrawing Handoffs Around AI Assistants
- Role Recomposition Canvas — Building New Job Profiles From Freed Capacity
- Span of Control Modelling — Reshaping Reporting Lines After Automation
- Capability Gap Matrix — Comparing Current Skills With Redesigned Roles

Day 3: Decision Rights Between People and AI

- Decision Rights Matrix — Who Decides, Who Recommends, Who Reviews
- Human-in-the-Loop Thresholds — When an AI Output Needs Sign-Off
- Escalation Paths for Contested AI Recommendations — Resolving Disputes
- Accountability Mapping for Automated Decisions — Answering for Outcomes
- Delegation Charter — Recording Authority Granted to AI Systems

Day 4: Resistance, Anxiety and Reskilling

- Resistance Diagnosis Interviews — Separating Fear, Loss and Disagreement
- Job Security Messaging Framework — Honest Answers on Displacement Risk
- Reskilling Pathway Design — Routes From Declining to Growing Roles
- Internal Talent Marketplace — Redeploying People Into Redesigned Positions
- Adoption Metrics Dashboard — Usage, Proficiency and Sentiment Indicators

Day 5: Practising the AI Workforce Transition Blueprint

- Redesign Simulation for One Function — Applying Task Decomposition
- Decision Rights Role-Play — Testing the Matrix Under Pressure
- Town Hall Rehearsal — Delivering Workforce Change Messages
- Sequencing Roadmap — Phasing Role Changes Against Reskilling Capacity
- AI Workforce Transition Blueprint — Roles, Decision Rights and Reskilling Commitments

Applying AI-Driven Leadership for Workforce Redesign After the Course

- Run a task exposure mapping session with one function and agree which roles enter recomposition first.
- Publish a decision rights matrix for one AI-assisted process and test it on a contested recommendation.

AI-Driven Leadership for Workforce Redesign Questions FAQ

What is AI-Driven Leadership for Workforce Redesign and why does it matter now?

AI-Driven Leadership for Workforce Redesign is the practice of reshaping roles, authority and skills as AI takes over tasks. It matters now because AI is moving into core processes in sectors such as insurance claims and hospital administration.

Which roles gain most from AI-Driven Leadership for Workforce Redesign?

Function heads, senior operations leads, senior people leaders and transformation sponsors gain most from AI-Driven Leadership for Workforce Redesign.

How does AI-Driven Leadership for Workforce Redesign differ from a course on AI productivity tools?

A productivity course shows managers how to use AI tools themselves. AI-Driven Leadership for Workforce Redesign addresses the organisational side, covering role redesign, decision rights, resistance and reskilling.

What do you bring back from AI-Driven Leadership for Workforce Redesign?

You bring back a task exposure map, a redesigned role set, a decision rights matrix and a sequenced reskilling plan for one function you lead.

AI-Driven Leadership for Workforce Redesign: The Way Forward

The AI Workforce Transition Blueprint sets out redesigned roles, decision rights between people and AI, reskilling routes and the messages that go with them. Its first use is deciding which roles change in the opening phase. Function heads, people leaders and sponsors work from it. After the first phase, revisit the adoption metrics and employee sentiment before extending redesign to the next function.