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COURSE BROCHURE

AI Transformation Change Leadership Training Course

18 – 22 April 2027
Online

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Registered in the United Kingdom and Saudi Arabia

AI Transformation Change Leadership Training Course

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AI Transformation Change Leadership is a 1-week training course for business unit heads, operations managers and transformation leads who must guide people, roles and culture through the arrival of AI, and who leave with an AI Change Readiness Roadmap. Workforces now meet AI assistants and automated decisions in daily routines, and resistance or fear can stall any deployment. Jupiter Prime Training offers this course on AI transformation change leadership for leaders who carry that human side.

Why AI Transformation Change Leadership Matters Now

Three pressures shape AI transformation change leadership: employees who worry about job security as tasks become automated, line managers asked to redesign roles they never planned to change, and executives expecting productivity gains within short horizons. Organisations that lead the human transition well keep scarce talent, rebuild jobs around higher-judgement work and sustain trust; those that neglect it face quiet non-use of expensive systems. The course draws on ISO/IEC 42001, the international standard for an AI management system, and the NIST AI Risk Management Framework NIST AI RMF, whose govern function sets accountability and workforce responsibilities.

Who Gains Most from AI Transformation Change Leadership

- Heads of business units whose staff will work alongside AI assistants or automated decisions
- Operations leaders responsible for redesigning workflows, shift patterns and handovers
- Transformation leads who sequence change waves across departments
- Talent and learning partners who plan reskilling and redeployment
- Internal communications owners who shape the narrative staff hear about AI

A leadership trio from one organisation, pairing a unit head, a talent partner and a communications owner, gains most because the roadmap needs all three voices.

AI Transformation Change Leadership Capabilities

The outcomes centre on the people side of AI: sentiment, skills, roles and sponsorship.

- Assess change readiness and sentiment in teams facing AI-enabled work — sponsors deciding launch timing
- Design role redesign maps that separate automated, augmented and human-only tasks — line managers and staff representatives
- Build a reskilling and redeployment pathway for affected job families — talent and learning partners
- Communicate the purpose and limits of AI tools in plain language — frontline employees
- Apply ISO/IEC 42001 and NIST AI RMF accountability roles to the change — risk and audit functions
- Specify adoption indicators that show whether new behaviours are sticking — transformation steering groups

Key AI Transformation Change Leadership Terms

- Change readiness — the degree to which a group has the awareness, capability and motivation to work in a new way.
- Augmentation — using AI to support human judgement on a task rather than replacing the person doing it.
- Role redesign — rebuilding a job description around the tasks that remain human once AI handles routine steps.
- Change network — a group of trusted employees across units who relay concerns and model new working habits.
- Reskilling pathway — a sequenced set of learning steps that moves an employee from a declining task set to a growing one.
- Adoption indicator — a measurable sign, such as active weekly use or override rates, that a new tool is part of normal work.

AI Transformation Change Leadership Day by Day

Day 1: The Human Side of AI Transformation

- Workforce Impact Scan — Which Job Families Face Automation or Augmentation
- Change Curve and Emotional Response Models — Anticipating Resistance and Fatigue
- Stakeholder Influence Map — Sponsors, Sceptics and Informal Opinion Leaders
- Culture Diagnostic — Norms That Help or Block Experimentation With AI
- Change Case Narrative — Explaining Why the Organisation Is Moving Now

Day 2: Readiness and Role Redesign

- Readiness Survey Design — Measuring Awareness, Capability and Motivation
- Task Split Matrix — Automated, Augmented and Human-Only Activities
- Job Family Redesign Canvas — New Responsibilities After AI Arrives
- Span of Control Review — Supervision Needs When Volumes Shift
- Union and Staff Forum Consultation Approach — Sequencing Fair Engagement

Day 3: Skills, Reskilling and Accountability

- Skills Gap Heatmap — Prioritising Learning Spend by Job Family
- Reskilling and Redeployment Pathway — Moving People to Growing Roles
- AI Literacy Tiers — Matching Depth of Learning to Each Role
- ISO/IEC 42001 Roles and Competence Clauses — Who Is Accountable for What
- NIST AI RMF Govern Function — Oversight Duties for Managers and Staff

Day 4: Sponsorship, Messaging and Momentum

- Sponsor Roadmap — Visible Actions Executives Take at Each Change Wave
- Message House and FAQ Bank — Consistent Answers to Staff Concerns
- Change Network Set-Up — Recruiting and Equipping Peer Champions
- Adoption Indicator Dashboard — Usage, Override and Sentiment Signals
- Reinforcement Levers — Recognition, Objectives and Process Redesign That Sustain Habits

Day 5: Practising the AI Change Readiness Roadmap

- Hospital and Bank Case Simulations — Leading Two Contrasting AI Rollouts
- Readiness Results Interpretation — Applying Day 2 Survey Logic to Case Data
- Reskilling Wave Sequencing — Using Day 3 Heatmaps to Set Priorities
- Message Rehearsal — Testing Day 4 Answers Under Challenging Questions
- AI Change Readiness Roadmap — Waves, Owners, Indicators and Support Actions

Applying AI Transformation Change Leadership After the Course

- Run a readiness survey in one business unit due to receive an AI tool and brief the sponsor on the results.
- Recruit a small change network and give each champion the message house and FAQ bank.

AI Transformation Change Leadership Questions FAQ

What is AI transformation change leadership and why does it matter now?

AI transformation change leadership is guiding people, roles and culture through the introduction of AI. It matters now because tools are arriving faster than employees can adjust, and unmanaged fear leads to low use of costly systems.

Which roles gain most from AI transformation change leadership training?

Business unit heads, operations leaders and transformation leads gain most, together with talent and communications partners. You are the people staff look to when their daily work changes.

How does AI transformation change leadership differ from an AI use case course?

AI transformation change leadership focuses on people, skills and culture. A use case course selects and funds applications; this one prepares the workforce to accept, use and improve them once chosen.

What do you bring back from AI transformation change leadership training?

You bring back a readiness assessment approach, a role redesign map, a reskilling pathway and a sequenced change plan with owners and adoption indicators.

AI Transformation Change Leadership: The Way Forward

The AI Change Readiness Roadmap first informs when and where the next AI tool is introduced. Sponsors, talent partners and line managers use it to time communication, training and role changes. After the first change wave, the adoption indicators deserve a fresh look: actual usage and sentiment often reveal which job families need more support than planned.