GPStrategies®

leadershipai

Transforming Leadership in the Age of AI

Artificial intelligence is reshaping the workplace, sparking a dynamic shift in how we work and collaborate. As organizations navigate the complexities of this transformative technology, crafting an AI strategy remains an ongoing puzzle. Leaders must transition from doing and deciding to coaching, motivating, and inspiring. However, many leaders are still unsure about the possibilities AI brings and how vital their role is in making it all work. Embracing digital disruption is a journey, and understanding its potential is a game changer!
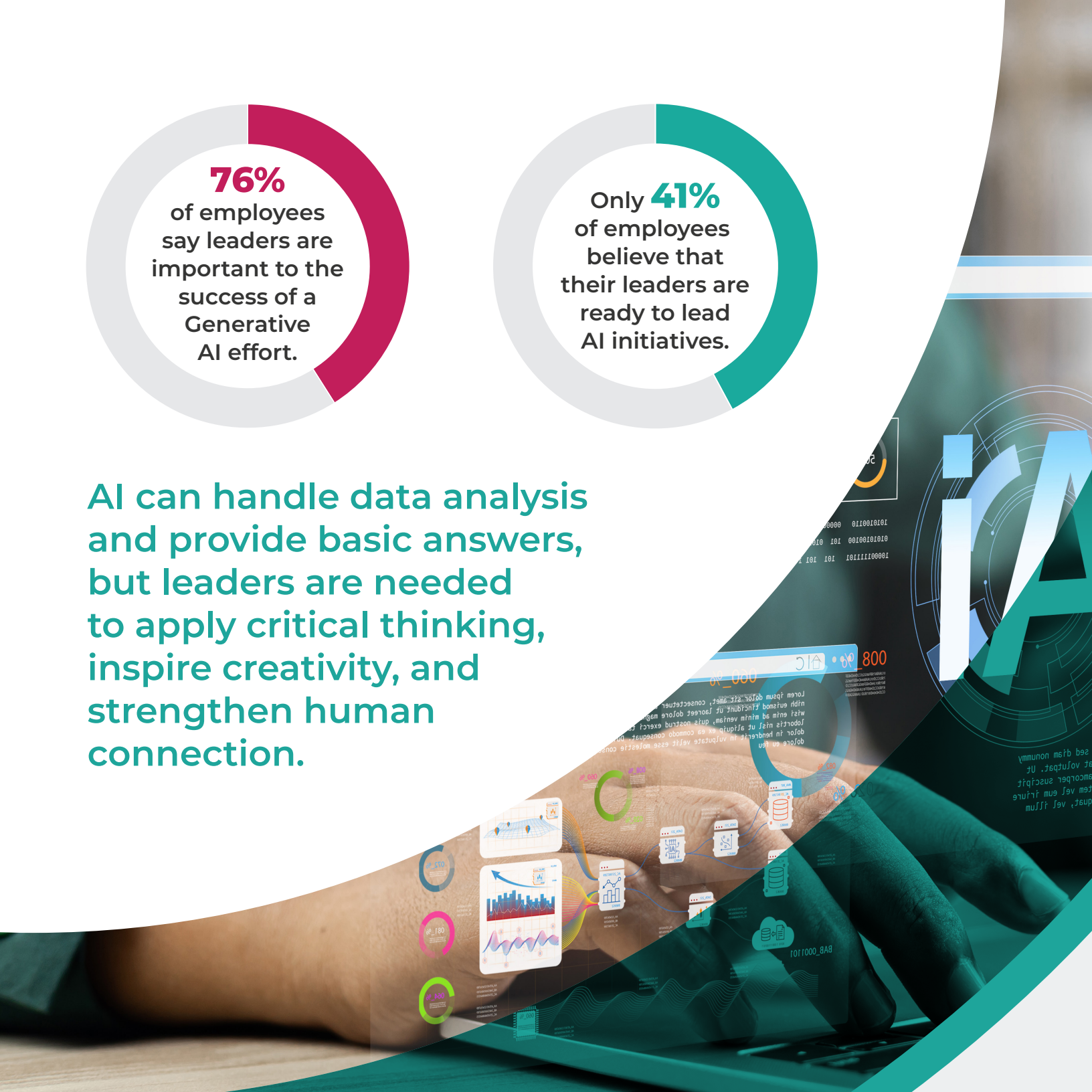
76%
of employees say leaders are important to the success of a Generative AI effort.

Only **41%** of employees believe that their leaders are ready to lead AI initiatives.

AI can handle data analysis and provide basic answers, but leaders are needed to apply critical thinking, inspire creativity, and strengthen human connection.

Shifting Mindsets with LeadershipAI

LeadershipAI is a learning journey focused on the evolving role of leaders, emphasizing human connection alongside AI integration. This program is designed for existing leaders with foundational leadership skills who need to apply those skills in a new context.

The program includes microlearning opportunities in a variety of interactive options that are asynchronous but time-bound:

Discussion forums		Podcasts	
On-the-job activities		Articles	
Self-reflection		Infographics	
Missions		Job aids	
Polls		iPDFs	
Videos		Online games	

Program Structure

The experience is a 4-8 weeks based on deployment choices such as duration of modules and inclusion and timing of cohort conversations.

The Learning Journey

1 Get Started
- Kickoff
- Video introduction
- Readiness assessment

2 Module I: Embrace AI
- Define AI
- Explore the impact on employees and business
- Begin using AI
- Reflect on ethical considerations

3 Cohort Conversation
- Explore leader comfort level with AI and understand where your perspective comes from
- Discuss industry and organizational implications
- Identify implications for the roles on your team

4 Module II: Elevate Skills
- Understand the evolving role of leaders
- Know the benefits of incorporating AI into your leadership approach
- Level up critical thinking, coaching, and change leadership skills

5 Module III: Create Connection
- Maintain a human-centered approach, including a focus on empathy and growth mindset
- Incorporate change communication skills
- Learn to spot and address bias

6 Cohort Conversation
- Discuss how your team members are feeling about AI
- Explore ways to create a change-resilient team
- Find opportunities to empower teams to use AI

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