

A black and white portrait of a woman with long, light-colored hair, wearing a white button-down shirt. She is looking directly at the camera with a slight smile. The image is partially obscured by a dark brown horizontal band containing the title and a diagonal white line running from the top right towards the bottom left.

Leading an AI-Ready Organisation

Artificial Intelligence

Leading an AI-Ready Organisation

From AI Complexity to Leadership Clarity and Actions

Highlights

- Gain clarity on the leadership decisions you cannot delegate when AI enters your organisation.
- Build practical, business-aligned governance based on EU AI standards — without slowing innovation.
- Strengthen human leadership skills that AI amplifies, exposes, and makes more essential.

Key Competences

- AI Leadership Clarity
- Leading AI-Driven Change
- Responsible AI Governance
- Ethical & Human Centric Leadership
- AI Ready Organisational Design

The Right Programme for You

You are a senior manager or executive responsible for AI-related decisions who needs a clear understanding of how to adopt, govern, and oversee AI effectively while managing risk, ethics, and regulatory compliance.

Senior Managers

Managers



Learn, Practice and Use

- **Understand** your AI leadership responsibilities and define a clear AI leadership stance
- **Identify** the sources of resistance, fear, and confusion — and turn them into momentum and credibility
- **Design** governance models aligned with EU AI regulation that balance trust, oversight, and business speed
- **Apply** responsible AI principles such as transparency, risk classification, documentation and human oversight
- **Strengthen** critical leadership skills that AI amplifies — ethical judgement, critical thinking, creativity, decision-making and relationship-building
- **Lead** teams through AI adoption using stories, pilots, champions, and consistent leadership rituals
- **Develop** an AI-ready organisational plan connecting adoption, governance, and leadership

Practical Information

Face-to-Face



3 days
€3,995

Live Online



6 x 3-hour sessions
€3,995

Available In-Company

The programme is available as an In-Company solution for your teams. More information at mce.eu/inco

Programme Modules

1

Don't Let AI Happen to You

From Noise to Leadership Clarity

Before leading others, leaders must first lead themselves.

Key topics include:

- What leaders must decide- and stop delegating- when AI enters the organisation
- A realistic AI "reality check": value, limits, risks, and the messy middle of adoption
- The three pillars of an AI-ready organisation and where gaps typically appear

Output:

- ✓ A clear AI leadership stance for your context
- ✓ Self-assessment across the three pillars

2

Leading Change

Turning Fear, Resistance, and Confusion into Momentum

AI adoption is a change challenge before it is a learning challenge.

Key topics include:

- Why resistance emerges, and why "training" is rarely the first answer
- The psychology of AI anxiety: job security, competence threat, loss of control
- Building credibility through champions, pilots, and trusted stories
- Creating coalitions that include early adopters and sceptics

Output:

- ✓ Change storyline
- ✓ Stakeholder map
- ✓ Adoption rhythm (communications and leadership rituals)

3

Governance That Works

Guardrails Without Killing Speed

Effective governance enables progress, it does not paralyse it.

Key topics include:

- Decision rights, roles, oversight models, and escalation paths
- Governing vendor and tool churn without chasing every update
- Connecting governance to business value, not just compliance

Output:

- ✓ A practical AI governance operating model with clear accountability

4

The EU AI Act Mindset

From Legal Framework to Leadership Practice

This module translates regulation into leadership behaviour.

Key topics include:

- What "responsible AI use" means in practice: risk classification, transparency, documentation, and human oversight
- Why EU standards matter globally (and what GDPR teaches us)
- Turning compliance into trust, credibility, and competitive advantage

Output:

- ✓ A non-legal, action-oriented leadership checklist for responsible AI oversight

Programme Modules

5

Leadership Skills AI Amplifies (and Exposes)

The Human Capabilities That Matter More, Not Less

AI does not replace leadership– it amplifies strengths and exposes weaknesses. This module focuses on five interconnected leadership capabilities:

- **Ethical Judgment**
AI amplifies access to frameworks– but exposes gaps in moral reasoning under pressure
- **Critical Thinking**
More data and scenarios– yet higher risk of unchallenged outputs
- **Creativity**
Faster ideation – but risk of over-reliance on generated options
- **Problem-Solving**
Pattern recognition improves– diagnostic depth may decline
- **Authentic Relationships**
More time for people– unless trust erodes through over-mediation

Key topics include:

- Decision quality under uncertainty: what to trust, test, and challenge
- Bias awareness: personal, team-based, and algorithmic
- Trust-building in AI-supported work

Output:

- ✓ A human-in-the-loop decision discipline with leadership habits and questions for each skill

6

Your AI-Ready Organisation Plan (90 Days)

Turning Insight into Execution

This final module integrates all three pillars into a practical roadmap.

Key topics include:

- Priorities and sequencing across adoption, governance, and skills
- Capability building: who needs what, and when
- Phased governance rollout with clear ownership
- Measuring what matters: adoption metrics and human impact
- What to start, stop, and sustain immediately

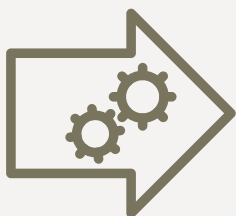
Output:

- ✓ A 90-day AI-ready organisation action plan
- ✓ Clear metrics for adoption, value, and leadership impact



Learn

the key business skills and knowledge you need for your management role today and tomorrow



Practice

the skills you learn and get feedback, recommendations and coaching



Use

what you learn and practise as soon as you get back to your office

For more information please contact:



+32 2 543 21 20

@ info@mce.eu

Visit mce.eu

