



# 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



### 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](https://mce.eu/inco)

# Programme Modules

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## 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

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## 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)

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## 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

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## 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

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## 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

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## Your AI-Ready Organisation Plan (90 Days)

### Turning Insight into Execution

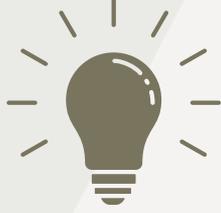
This final module integrates all three pillars into a practical roadmap.

#### 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

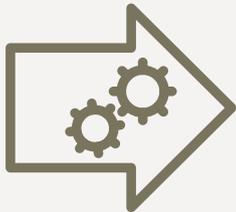
#### Output:

- ✓ 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:



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