



# AI Transformation Demands Organisational Change

Bridge Human and Technical Gaps with  
Learning Tree's **AI in Leadership programme (AILP)**

As **generative AI** reshapes the **future of work**, organisations often focus on technology, overlooking critical **human and cultural dimensions** needed for success. The **AI in Leadership programme (AILP)** is for emerging and advanced leaders to bridge this gap. This journey empowers you with strategic insights to **lead AI initiatives responsibly, manage organisational change**, and foster a **data-driven culture**. Gain essential skills for **AI governance** and workforce dynamics, ensuring your team thrives. Prepare to **lead with impact**, turning **technological disruption** into a **competitive advantage** and driving **sustainable innovation** in your organisation.

## Key Statistics

- Up to **40% of core skills** are projected to change in the coming years.
- **AI-driven reskilling** and **personalised learning** are essential for employees.
- AI is expected to create a **net gain of 78 million new jobs globally by 2030**.
- Neglecting organisational factors causes high-profile failures, resulting in **financial losses** and **reputational damage** from overlooking the **human side of AI adoption**.



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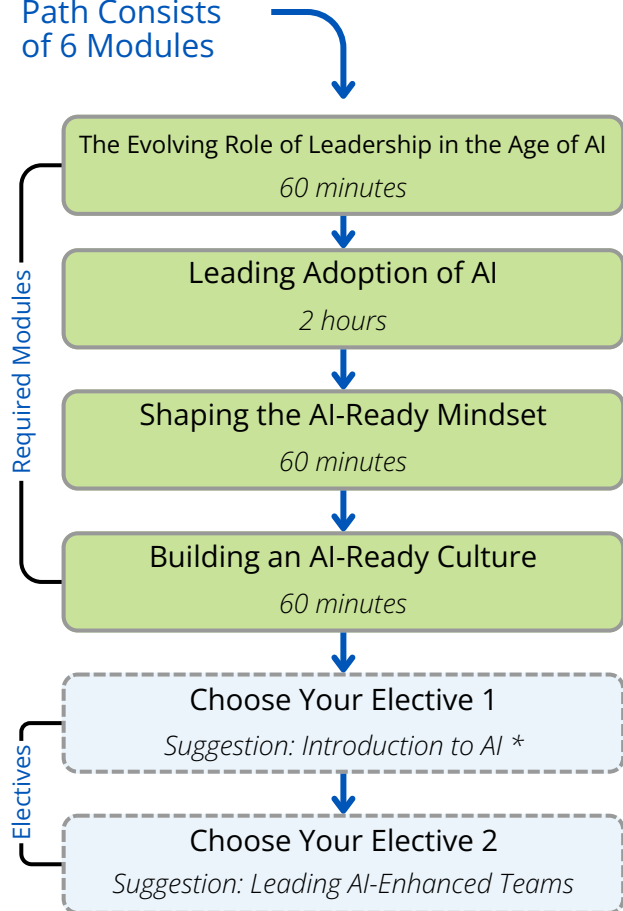
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# Learning Tree's AI in Leadership programme (AILP)

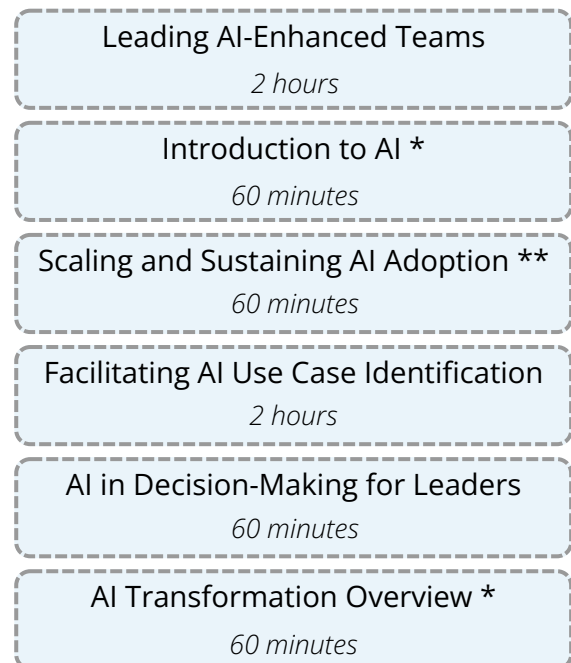
Based on numerous conversations with some of our biggest clients, LT has developed a collection of learning modules that address what organisations need to develop leaders at all levels to be successful at leading in the era of AI. Our personalised programme can be completed in just two days, or delivered in a few hours over several days to accommodate a busy workforce. Here is an overview of the current programme:

## AI in Leadership programme Blueprint

The programme  
Path Consists  
of 6 Modules



Choose Any 2  
Elective Modules Below  
to Complete Your  
programme



\* From the AI Enablement programme  
\*\* Prerequisite: Leading Adoption of AI

The integration of Artificial Intelligence presents a pivotal opportunity for governments and organisations. To navigate this transformation successfully, your employees and staff need more than just access to new tools; they require a structured path to build skills, confidence, and a forward-thinking culture.

Learning Tree provides a practical, human-centered framework to help your institution harness the power of AI. We focus on enhancing human productivity, supporting smarter decision-making, and fostering a culture of continuous learning that prepares your teams for the future.



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# Training Designed for the Unique Demands

Generic training programmes often miss the mark in today's climate. Learning Tree's approach is different. We provide tailored, flexible learning solutions strategically aligned with the goals of higher education institutions. Our unique programmes ensure your staff receive relevant, impactful, and convenient training.

## Benefits

- **AI-Ready Leadership:** Equips leaders at all levels with the skills needed to effectively manage and guide teams in an AI-driven environment.
- **Continuously Adaptive:** Promotes cultural agility and change management, helping organisations to overcome common barriers to becoming data-driven.
- **Human-Centered Development:** Addresses both technical and human factors, ensuring a balanced approach to AI adoption and organisational transformation.
- **Role-Based Pathing:** Supports continuous reskilling and upskilling, enabling employees to stay relevant as core skills evolve.
- **Responsible Usage:** Mitigates risks associated with AI implementation, such as financial losses and reputational damage, by emphasising strategic leadership and human-centric practices.
- **Aligned AI-adoption:** Positions organisations for sustainable success by fostering a culture of innovation, adaptability, and proactive leadership in the age of AI.

## Scalable Services

- **Flexible Solutions:** We adapt our training solutions to meet the evolving needs of your institution, whether you're training a single department or implementing a campus-wide initiative.
- **Continuing Education and CEUs:** Maintain certifications and stay industry-relevant by earning credits through tailored training, ensuring professionals meet evolving standards, organisational needs, and career advancement goals.
- **Partnerships with Industry Leaders:** Through our collaborations with technology and management leaders like ITIL, PRINCE2, BCS, Microsoft, Agile and Cybersecurity Certifications, we provide your teams with access to the most current, cutting-edge content and globally recognised certifications.
- **Managed Training Services for Strategic Alignment:** Let us handle the details. Our Managed Training Services streamline your entire workforce development process, from skills analysis to programme delivery and impact measurement, ensuring your training initiatives are perfectly aligned with your institution's strategic objectives.

“Only 15% of U.S. employees in 2025 strongly agree that their organisation has clearly communicated an AI strategy, pointing to a major leadership challenge.” – **Forbes (2025)**



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# A Strategic Framework for AI Transformation

True AI adoption is a journey, not a destination. It involves embedding AI into your institution's daily operations in a way that is meaningful, sustainable, and aligned with your strategic goals. To guide this journey, we've developed our proprietary **AI Adoption Framework**.

This flexible, three-phase framework is designed to meet your organisation wherever you are in your AI journey, allowing you to move fluidly between stages based on your specific needs and level of AI maturity.

## Our Unique AI Adoption Framework

Learning Tree's approach is built around three key phases, with a constant focus on empowering your people.

### Phase 1: AI Readiness

This initial phase focuses on building a strong foundation of knowledge and trust. We help your teams understand what AI is (and isn't), how to use it responsibly and ethically, and how to foster a culture of strategic experimentation. The goal is to develop the right mindset for change.

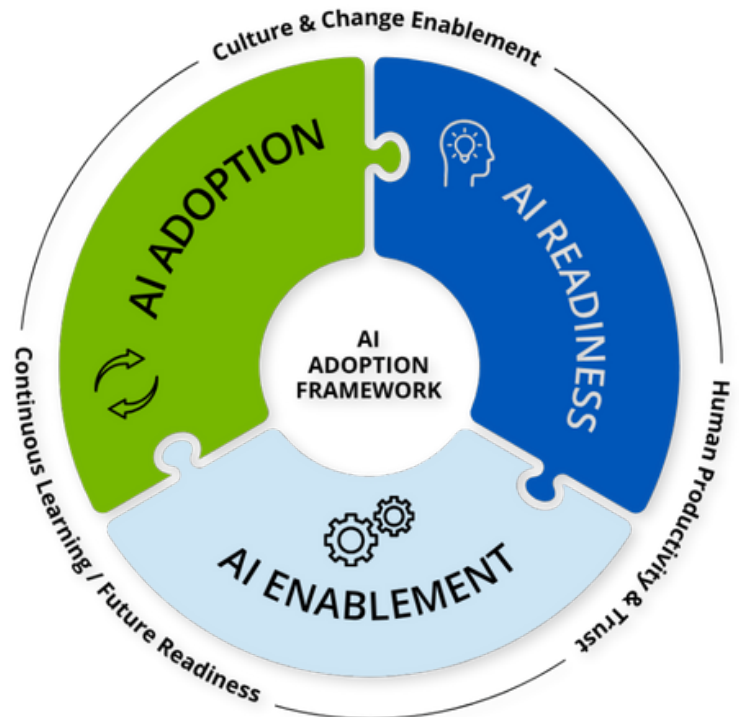
### Phase 2: AI Enablement

Here, we connect AI fluency directly to practical application. Through role-specific training, guided experimentation, and tailored learning programmes, your staff will begin integrating AI tools into their everyday workflows, building confidence and seeing immediate value in their roles.

### Phase 3: AI Adoption

The final phase focuses on embedding AI at scale. We help you integrate AI into enterprise systems and processes, supported by robust change management strategies and continuous learning initiatives. This ensures AI becomes a trusted, sustainable part of your organisational culture.

## The AI Adoption Framework



## Our Human-Centered Approach

Underpinning our entire framework is a commitment to people. We believe AI's greatest potential is realised when it augments human talent. Woven into every phase are three critical elements:

### Culture & Change Enablement:

Building a future-ready culture through clear communication and leadership alignment.

### Human Productivity & Trust:

Framing AI as a tool to unlock capacity, creativity, and insight.

### Continuous Learning & Future Readiness:

Ensuring your teams are adaptable and prepared for long-term success.



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# Certified Excellence You Can Trust

The quality and credibility of your staff's training are paramount. Learning Tree's programmes are accredited by the world's leading technology and methodology organisations, ensuring your team receives training that meets the highest industry standards.

## We're Built on Excellence, Impact & Innovation

- 50+ Years of Proven Success
- Scenario-Based, Real-World Learning
- World-class Subject-Matter Experts as Instructors
- Flexible Delivery: Virtual, Hybrid, In-Person
- Compliance-Aligned: NIST, ITIL®, Agile, PMP®, and More

## Our Core Practice Areas Include:

- Data Science, AI & Analytics
- Enterprise Transformation & Change
- Cybersecurity & Risk Management
- Process & Methodology (Project Management, Business Analysis, Agile, Lean Six Sigma)
- Leadership, Strategy & Innovation
- Cloud, DevOps & IT Operations

As a Top 20 Training Company, we are recognised for delivering impactful learning solutions. We offer courses in high-demand areas like ITIL 4, CompTIA Security+, CISSP, and advanced cloud security, giving your staff the credentials they need to succeed.

## Our partnerships and accreditations include:

- Microsoft Solutions Partner
- PMI® Authorised Training Partner
- Scrum Alliance® Registered Education Ally (REA)
- Scaled Agile® Partner
- ITIL® Accredited Training Organisation
- ISACA® Elite+ Authorised Training Partner



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# Elevate Your Capabilities

To unlock the full value of AI transformation, leaders must expand their focus beyond technology and operational tasks. It is imperative for CIOs, HR leaders, and other executives to prioritise strategic change management, foster organisational agility, and invest in continuous reskilling and upskilling initiatives. By proactively addressing cultural, behavioral, and human factors, organisations can mitigate risks and ensure sustainable success in the age of AI. Now is the time to act. Make developing the new AI Leader a central pillar of your AI strategy.



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for a free consultation and demo.**

Discover tailored solutions to achieve your strategic goals.



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Learning Tree is the premier global provider of learning solutions to support organisations' use of technology and effective business practices.