

# Course : Supporting change in the context of AI implementation

*Practical course - 2d - 14h00 - Ref. IAH*

*Price : 1360 € E.T.*

★★★★☆ 4,6 / 5

Implementing artificial intelligence (AI) within organizations represents a real lever for innovation and performance, but it requires appropriate change management to maximize the benefits and reduce resistance. This training course will teach you how to anticipate the impact of AI on your business, communicate effectively about its benefits, and mobilize key players to promote buy-in and ownership.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Understanding the challenges and impacts of AI
- ✓ Identify the roles and responsibilities of an organization's ecosystem
- ✓ Understanding resistance to change
- ✓ Communicating effectively in a context of change
- ✓ Build a specific change management plan
- ✓ Managing follow-up

## Intended audience

Executives, HR Directors, Executive Committees, HRBPs, department heads, managers and project leaders

## Prerequisites

No

## Practical details

### Hands-on work

Collective reflection, role-playing and role-playing situations, sub-group exercises to build a plan and dashboards adapted to the context.

### Teaching methods

Active teaching.

### PARTICIPANTS

Executives, HR Directors, Executive Committees, HRBPs, department heads, managers and project leaders

### PREREQUISITES

No

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## Course schedule

### 1 Defining Artificial Intelligence (AI)

- Understanding AI
- Identify the myths and beliefs surrounding AI
- Understanding the challenges of AI for business

#### Group discussion

Taking stock of individual and collective beliefs about AI

### 2 Understanding resistance to change

- Understanding the causes of resistance to change
- Representing change: a question of filters
- Identify potential gains and losses, real or assumed
- Better manage emotions, thoughts and possible tensions
- Establish the cost/benefit balance of change for employees

#### Role-playing

Practice identifying resistance to change by interpreting various scenarios

### 3 Understanding the impact of AI implementation

- Identifying CSR impacts
- Understanding the evolution of professions
- Anticipating changes in practices and postures
- Define the evolution of key HR processes
- Analyze the impact of implementing AI by department and by employee

#### Hands-on work

Carry out an impact assessment of AI implementation

### 4 Build a specific change management plan

- Understanding the conditions for a successful change management approach
- Identify the key stages of a change management plan
- Practice the policy of "small steps": define the macro-steps to achieve rapid results
- Developing an integrated approach at all levels of the company

#### Hands-on work

Define a specific change management plan

### 5 Communicating change effectively

- Clarify the objectives of change and give it meaning
- Build a message that gives a clear vision of change
- Building your communication plan: objectives and resources

#### Hands-on work

Building a communication plan around a transformation project

#### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

#### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

#### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 6 Implementing and monitoring change

- Setting up and managing the change dashboard
- Determining the manager's role and position in implementation
- Involving HR managers in the success of change

### Hands-on work

Case studies: practice presenting a transformation project to employees in a clear and reassuring way, giving it meaning and highlighting the benefits for employees. Sub-group exercise: set up a change monitoring dashboard.

## Dates and locations

### REMOTE CLASS

2026 : 4 June, 22 Oct., 17 Dec.

### PARIS LA DÉFENSE

2026 : 28 May, 15 Oct., 17 Dec.