Course : Preventing Human Risks Associated with the Transformation of Work by AI

Manage cognitive load, prevent risks, and develop work practices

Practical course - 2d - 14h00 - Ref. PCG

Price : 1620 CHF E.T.

NEW

The integration of artificial intelligence is profoundly transforming work styles, work rhythms, and performance expectations. While AI tools offer significant efficiency gains, they also create new cognitive demands: an increase in the volume of information, the need for continuous learning, greater scrutiny of results, and shifting responsibilities. Faced with these challenges, managers must develop new guidelines to support their teams, regulate AI usage, and maintain a sustainable balance between performance and workplace well-being. This training provides practical methods for understanding, assessing, and managing the cognitive load caused by AI in order to ensure successful organizational transformation.

Teaching objectives

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

- Analyze the impacts of AI on work organization, employee roles, and working conditions
- Identifying early warning signs of team vulnerability
- Assess the psychosocial risk factors associated with the use of AI within your team
- Implement practices that help manage cognitive load while supporting team performance
- Develop an action plan to integrate AI into the workplace in a sustainable and responsible manner

Intended audience

Front-line managers, team leaders, department heads, transformation leaders, HR managers, project managers, executives, and anyone involved in supporting the integration of artificial intelligence into work processes.

Prerequisites

No specific knowledge required

PARTICIPANTS

Front-line managers, team leaders, department heads, transformation leaders, HR managers, project managers, executives, and anyone involved in supporting the integration of artificial intelligence into work processes.

PREREQUISITES

No specific knowledge required

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.

Practical details

Methodological concepts illustrated with examples drawn from digital transformation and the integration of AI in business; case studies based on real-world professional situations; managerial simulations and role-playing exercises; collaborative workshops on diagnosis and problem-solving; and individualized support during practical exercises.

Course schedule

1 Understanding How AI Is Transforming the World of Work

- Define the concepts of cognitive load, mental load, and information overload
- Identify changes in the nature of work and the mechanisms of intensification brought about by AI
- Analyze actual productivity gains and identify the situations most at risk

Hands-on work

Group analysis of work situations incorporating AI tools. Participants map out the uses of AI, identifying the benefits and new cognitive challenges in their work environment.

2 Identify the human and psychosocial risks associated with the use of AI

- Identify the main psychosocial risks (PSRs) posed to individuals by digital transformation: hyperconnectivity, accelerated work pace, job uncertainty, and changing skill requirements
- Analyzing the Impacts of AI at the Collective Level: Labor Relations and Cooperation
- Identify early warning signs of psychosocial risks related to AI and develop an analysis framework: cognitive fatigue, stress, and insecurity

Hands-on work

A case study focusing on a company that has extensively deployed AI tools. Working in small groups, participants analyze the observed impacts on employees, develop a framework for identifying psychosocial risks, identify emerging risks at the individual and collective levels, and propose corrective actions. Well-reasoned presentation of findings and comparison of assessments.

3 Adapting Management to the Age of Artificial Intelligence

- Clarify the manager's role in supporting employees during transformations and in the use of AI
- Establish operating rules and best practices that promote the responsible use of tools and the gradual development of skills
- Conducting a meeting with an employee to provide guidance and identify risky situations

Hands-on work

Management role-playing exercises conducted in pairs. Participants practice conducting interviews focused on challenges encountered with AI, managing priorities, or concerns related to changes in their roles. Trainees develop a set of questions to use when interviewing an employee. Group debriefing based on an observation grid for managerial behaviors.

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 to review your request and its feasibility.

4 Implement prevention and regulatory measures

- Define new indicators for monitoring workload and job sustainability
- Working Together to Develop Collective Practices That Promote Autonomy and Responsibility
- Developing a preventive roadmap that balances performance, innovation, and cognitive recovery

Hands-on work

Design work in small groups leading to the development of an operational action plan applicable to the participant's professional environment. Participants define their priorities and monitoring indicators, preventive measures—including cognitive recovery—and methods for supporting their teams. Presentation of action plans in groups and peer feedback.

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Dates and locations

REMOTE CLASS
2026 : 7 Dec.

2027 : 1 Apr., 21 June, 13 Sep., 6 Dec.