

Course : Management in the Age of AI

Support your teams, ensure safe usage, and maintain engagement

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

Price : 1620 CHF E.T.

NEW

Artificial intelligence is already transforming teams' day-to-day practices: writing, summarizing, reporting, preparing for meetings, analyzing information, automating tasks, supporting decision-making, and producing content. In the face of these changes, managers play a key role: they must support the adoption of AI tools, address employees' concerns, prevent uncontrolled use, and transform productivity gains into real value for the team. This training enables managers to develop a practical, responsible, and immediately applicable approach to integrating AI into their teams. It aims to provide them with the right guidelines to oversee AI usage, maintain trust, preserve human judgment, and establish enhanced, useful, and balanced work practices.

Teaching objectives

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

- ✓ Identify the concrete impacts of AI on a team's day-to-day operations and managerial practices
- ✓ Adapting Your Management Style in a Work Environment Enhanced by AI
- ✓ Supporting Employees with Different Profiles as They Adapt to AI
- ✓ Oversee the use of AI within your team to prevent misuse, "Shadow AI," and data-related risks
- ✓ Establish simple rituals, guidelines, and metrics to encourage responsible and gradual adoption
- ✓ Develop a managerial action plan to integrate AI into work practices without undermining engagement, trust, or the quality of work

Intended audience

Front-line managers, operational managers, team leaders, project managers, department heads, liaison managers, middle managers, transformation managers, and anyone responsible for guiding a team through the practical implementation of artificial intelligence.

PARTICIPANTS

Front-line managers, operational managers, team leaders, project managers, department heads, liaison managers, middle managers, transformation managers, and anyone responsible for guiding a team through the practical implementation of artificial intelligence.

PREREQUISITES

None

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.

Prerequisites

None

Practical details

A combination of methodological instruction, sharing of experiences, and practical application. Case studies based on real-world professional situations. Collaborative workshops, small-group work, individual exercises, and role-playing scenarios. Role-playing exercises based on concrete managerial situations.

Course schedule

1 Understanding How AI Is Actually Changing Things for a Team

- Identify current uses of generative AI and AI agents in everyday professional life
- Understand the possible managerial applications: reporting, decision support, automation of simple tasks, etc.
- Identify tasks that can be assisted, automated, or kept under human supervision
- Identify the real limitations of AI: hallucinations, privacy, excessive reliance, and loss of judgment, etc.
- Identify the initial impacts on work organization, deadlines, quality, communication, and cognitive load

Hands-on work

Group assessment of potential AI applications within a team. Working in small groups, participants map out the daily tasks of a typical team according to three categories: tasks that can be assisted by AI, tasks that require human verification, and tasks that should not be delegated. Cross-analysis of findings and identification of initial managerial impacts.

2 Adapting Your Role as an Augmented Manager

- Understanding the manager's role as the guardian of sound judgment, fairness, and accountability
- Use AI as a support tool without letting it replace active listening, sound judgment, and context-based decision-making
- Strengthen managerial skills with a strong human focus: interpersonal intelligence, clarity, critical thinking, decision-making, and the ability to manage situations
- Preventing the Effects of Excessive Reliance on AI Tools
- Turning Productivity Gains into Real Value: Quality of Work, Autonomy, Work-Life Balance, Learning, and Cooperation

Hands-on work

Self-assessment of one's managerial approach to AI. Participants analyze several scenarios: a manager who delegates too much to AI, an employee who loses confidence in their own judgment, and a team that produces faster but without any real improvement in quality. Debriefing on effective managerial practices.

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.

3 Supporting Team Roles in the Face of AI

- Identify the different attitudes toward AI: enthusiasts, skeptics, the concerned, resisters, hidden users, dependent employees, and bridge managers
- Understanding the most common fears: replacement, loss of value, surveillance, overload, obsolescence, or injustice
- Communicating about AI without instilling fear, making excessive promises, or constantly pushing for innovation
- Promote gradual mastery through experimentation, sharing, and the right to learn

Hands-on work

Role-playing exercises based on managerial scenarios: an employee who is concerned, an employee who rejects AI, an employee who uses AI without guidelines, and a team divided over new uses of AI. Participants develop appropriate responses and refine their approach to supporting others.

4 Implement AI adoption rituals within the team

- Organize informal discussions about AI applications: progress updates, feedback sessions, etc.
- Defining an AI Adoption Barometer: Actual Uses, Barriers, Perceived Benefits, Observed Risks, and Support Needs
- Identify useful indicators: time saved, quality of work, level of confidence, autonomy, perceived workload, etc.
- Foster a culture of continuous learning without causing burnout
- Identify ambassadors or user advocates within the team

Hands-on work

Development of an AI adoption barometer tailored to a team. Participants define the questions to ask, the metrics to track, the frequency of progress updates, and how results will be shared with the team.

5 Establish a framework for simple, responsible, and sustainable use

- Raise awareness about Shadow AI: undisclosed uses, sensitive data, loss of control, security risks, etc.
- Establishing Simple Guidelines for AI Use Within a Team
- Addressing privacy, intellectual property, verification of results, citation of sources, and human oversight
- Encourage the judicious use of AI: useful, responsible, and productive, but not systematic
- Develop a managerial action plan to integrate AI into the team's practices

Hands-on work

Workshop on drafting a team charter for the use of AI. Participants define the basic rules, points to watch out for, permitted uses, prohibited uses, and monitoring procedures. Individual development of a managerial action plan that can be directly applied to one's professional context.

This programme is an original creation, developed by the teaching teams at ORSYS Formation. Any reproduction, representation, adaptation or use, in whole or in part, without the prior written authorisation of ORSYS, is strictly prohibited. ORSYS reserves the right to take any action necessary to protect

its intellectual property rights.

Dates and locations

REMOTE CLASS

2026 : 10 Dec.

2027 : 4 Mar., 14 June, 23 Sep., 29 Nov.