



LEADING WITH AI

FROM **AWARENESS**
TO **ADOPTION**:
BUILDING **AI READY**
LEADERS

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INTRODUCTION

Leading with AI is an intensive leadership program designed for experienced professionals in the GCC. It's a high impact, time efficient experience. Leaders will gain the vision, skills, and tools to integrate AI into strategy, culture, governance, and talent management. By blending conceptual learning, futures thinking, and hands-on labs, the program ensures participants return to their organizations with both strategic insight and actionable outputs.



LEARNING OBJECTIVES

- ▲ Differentiate between digital transformation and AI integration.
- ▲ Debunk myths and reframe AI as augmentation, not replacement.
- ▲ Understand popular AI models and their leadership use cases.
- ▲ Develop strategies to overcome resistance and secure stakeholder buy-in.
- ▲ Apply futures thinking and change frameworks (ADKAR & Kotter) to AI adoption.
- ▲ Build AI-ready cultures aligned with organizational values.
- ▲ Explore ethics, governance, and trust in AI adoption.
- ▲ Define future leadership competencies and talent positioning in the AI era.
- ▲ Practice strategic prompting through immersive labs.



EXPECTED OUTCOMES

- ▲ Demonstrate capability in identifying sector specific AI opportunities.
- ▲ Apply futures thinking and change frameworks to adoption scenarios.
- ▲ Design stakeholder resistance maps and persuasive engagement strategies.
- ▲ Draft cultural codes and governance guidelines for AI integration.
- ▲ Create an AI-supported annual planning roadmap.
- ▲ Build personal leadership growth and talent development action plans.



TARGET AUDEINCE

This program is suitable for GCC leaders and managers who:

- ▲ Are preparing to lead AI adoption initiatives.
- ▲ Need to build internal stakeholder confidence in AI.
- ▲ Seek to deliver early adoption wins and momentum..



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KEY LEARNING ELEMENTS



Day 1 - Framing the AI Leadership Mandate



▲ Digital Transformation vs. AI Integration & Debunking Myths

- ▲ Explore how digital transformation focuses on upgrading tools and processes, while
- ▲ AI integration embeds intelligence into organizational DNA
- ▲ Unpack common AI myths and reframe AI as an augmentation tool for human talent
- ▲ Discuss industry examples where AI adoption either failed or succeeded due to these perceptions



▲ Popular AI Models & Uses

- ▲ Review the main categories: Generative AI, Predictive AI, NLP, and Vision models
- ▲ Connect models to real leadership use cases such as strategic planning, customer engagement, and workforce optimization.
- ▲ Highlight GCC sector examples (finance, retail, government services) where these models are already in practice



▲ Leadership's Role in the AI Era

- ▲ Examine how leaders shift from managing operations to strategic sense making in an AI-driven context
- ▲ Understand how to model adoption behaviors, champion experimentation, and embed responsible use of AI
- ▲ Identify the leadership traits that accelerate or hinder AI transformation in organizations



▲ Prompting Primer (Introduction to AI Interaction)

- ▲ Introduce the basics of prompts: clarity, context, role assignment, and iteration for improved results
- ▲ Demonstrate how leadership style prompting differs from technical prompting
- ▲ Short guided practice to build participant confidence before the first lab



▲ Prompting Lab - AI Strategy Lens

- ▲ Leaders use AI to identify sector specific opportunities across their industries
- ▲ Teams critique, refine, and compare AI outputs to test reliability and creativity
- ▲ Reflection on how AI can support, not replace, strategic leadership thinking





KEY LEARNING ELEMENTS



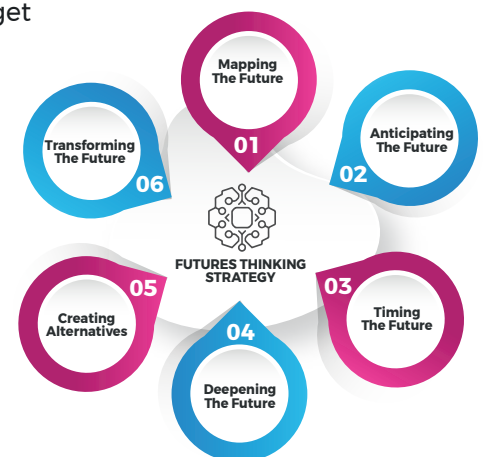
Day 2 - Driving Adoption & Overcoming Resistance

Understanding Resistance & Stakeholder Buy-In

- Identify sources of resistance: job fears, skill gaps, generational attitudes, and executive skepticism
- Explore mapping techniques for allies, skeptics, and blockers to target influence effectively

Futures Thinking for Adoption

- Apply scenario planning to envision optimistic, pessimistic, and transformative AI futures
- Use back-casting to identify today's actions needed for a preferred 2035 vision
- Spot weak signals and early trends relevant to GCC sectors

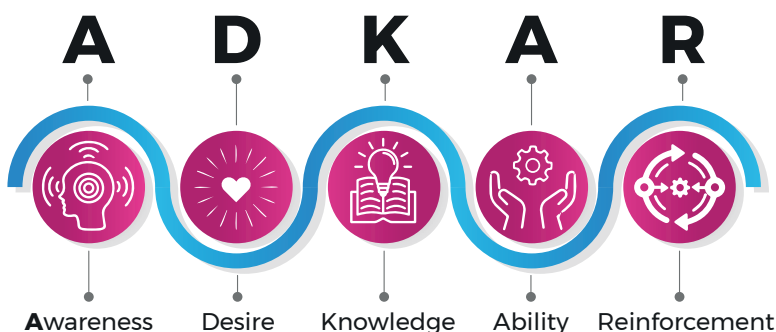


Change Frameworks Applied to AI

- Apply ADKAR Model to AI adoption to ensure the team transitions smoothly into the AI-driven workflow
- Structuring AI adoption into a phased change journey by applying Kotter's -8Strp Model
- Translate abstract models into practical steps that leaders can implement during AI transitions

 Prompting Lab - Stakeholder Buy-In Simulator + Futures Lens

- AI simulates resistant stakeholder arguments (e.g., "AI will take jobs," "It's just a trend")
- Leaders generate future-proof narratives and rehearse persuasive communication strategies



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KEY LEARNING ELEMENTS

Day 3 - Building an AI-Ready Culture

▲ Cultural Foundations

- ▲ Define curiosity, experimentation, and hybrid intelligence as cultural enablers.
- ▲ Explore how psychological safety encourages AI experimentation and adoption.
- ▲ Align organizational values & performance metrics with AI-supported workflows.
- ▲ Review techniques for embedding AI into daily routines smoothly.

▲ Case Storytelling

- ▲ Examine real world successes (e.g., Smart Dubai, Saudi Vision 2030 initiatives) and failures of AI culture building.
- ▲ Extract lessons on leadership decisions that shaped outcomes.

▲ AI Ethics Foundations & Governance

- ▲ Explore fairness, accountability, and transparency principles
- ▲ Discuss how bias emerges and what leaders can do to mitigate it.
- ▲ Non-technical essentials of AI audits: explainability, compliance, bias checks .
- ▲ Explore leadership's role in setting guardrails, ensuring ethical oversight.

▲ Leadership Competencies for the AI Era

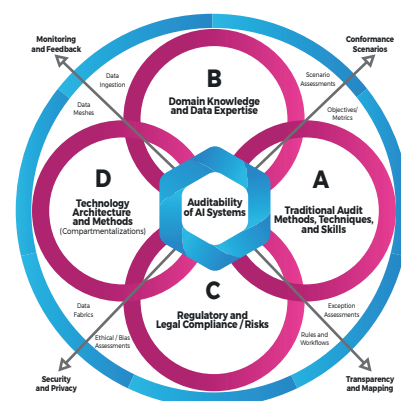
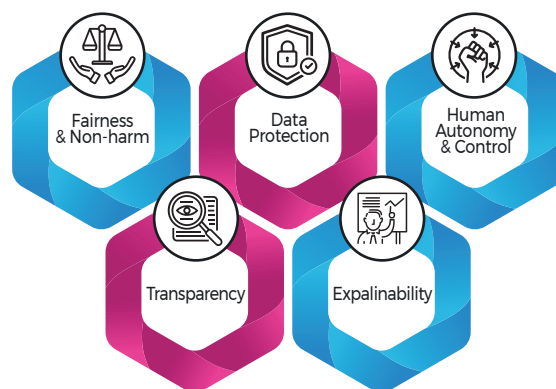
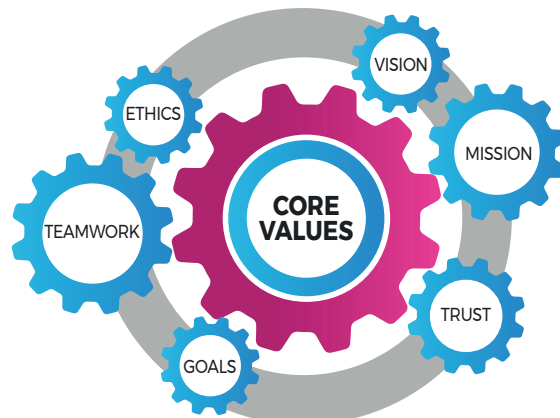
- ▲ Explore critical competencies: analytical + creative balance, adaptability, decision-making in ambiguity.
- ▲ Assess current leadership readiness vs. future requirements.

▲ Talent Positioning & Personal Leadership Relevance

- ▲ Review strategies for reskilling and upskilling across organizational levels.
- ▲ Peer discussions on aligning talent strategies with AI-driven transformations.
- ▲ Reflect on sustaining leader value in a rapidly evolving AI economy.
- ▲ Develop actionable leadership growth roadmaps & team implementation plans.

▲ Prompting Lab - Culture Code Creator

- ▲ AI generates draft codes and statements aligned with organizational values.
- ▲ Leaders refine drafts into a practical cultural manifesto
- ▲ Leaders use AI to co-create mockup annual goals, budgets, and risk maps.
- ▲ Teams critique, and refine AI outputs with long-term strategies.



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LABS & ACTIVITIES

- ▲ **AI Strategy Lens:** Identify sector-specific opportunities and critique outputs.
- ▲ **Stakeholder Buy-In Simulator:** Rehearse strategies to overcome resistance.
- ▲ **Culture Code Creator:** Draft AI-ready cultural codes.
- ▲ **AI-Enhanced Annual Planning:** Apply AI to planning, budgeting, and risk mapping.



DIGITAL ARTIFACTS

- ▲ AI Leadership Playbook
- ▲ Sector-Specific AI Opportunity Maps
- ▲ Stakeholder Resistance Maps
- ▲ Change Framework Templates (ADKAR & Kotter)
- ▲ AI Culture Code Drafts
- ▲ Ethics & Governance Guidelines
- ▲ AI-Supported Annual Planning Templates
- ▲ Leadership & Talent Action Plans

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VALUE TO THE ORGANIZATION

- △ Delivers a complete leadership journey in a condensed format attractive to public calendar participants.
- △ Equips leaders with actionable strategies and artifacts for AI adoption.
- △ Strengthens stakeholder alignment, culture building, and ethical guardrails.
- △ Builds future-ready leadership competencies aligned with GCC transformation agendas.



USE CASES

- △ Leaders seeking practical and strategic AI integration skills in a short, intensive format.
- △ Organizations sponsoring executives for accelerated AI leadership training.
- △ Professionals needing to strengthen their market relevance in the AI era.



ESSENTIAL LEARNING CAPABILITIES

- △ Strategic Thinking & Futures Orientation
- △ Change Leadership & Stakeholder Engagement
- △ AI Awareness & Application Literacy
- △ Ethical Governance & Trust-Building
- △ Cultural Transformation & People Enablement
- △ Decision-Making in Ambiguity
- △ Talent Development & Workforce Planning

