



Consulting and Training | Reach New Heights

Course Name

AI Adoption & Workforce Transformation

Sector Name

Artificial Intelligence (AI)

Document Type

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AI Adoption & Workforce Transformation

Course Introduction

Providing employees with AI tools does not automatically lead to meaningful adoption. Organizations may invest in technology, launch pilots, and deliver training while employees continue working in familiar ways or use AI only for occasional tasks. Sustainable adoption requires a deeper understanding of how AI changes individual activities, roles, skills, management practices, and everyday workflows—and what helps people move from initial experimentation to confident and repeated use.

Boost Consulting & Training offers this course to help organizations translate AI availability into practical workforce change. Participants learn to assess adoption readiness, analyze how AI affects tasks and roles, identify capability gaps, understand different employee adoption needs, address resistance and uncertainty, design targeted enablement interventions, equip managers to support new ways of working, and measure whether AI is becoming embedded in actual workplace behavior.

The main concept of this course is to move AI adoption beyond access and training toward sustained changes in tasks, capabilities, behaviors, and ways of working that allow people and AI to create value together.

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AI Adoption & Workforce Transformation

Target Audience

- ✓ HR and Learning & Development professionals
- ✓ Digital transformation and AI adoption leaders
- ✓ Managers responsible for AI-enabled teams
- ✓ Organizational development and changing professionals

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Learning Objectives

- ✓ Assess current levels of AI adoption and workforce readiness.
- ✓ Analyze how AI changes tasks, roles, and ways of working.
- ✓ Identify workforce capabilities required for effective AI-enabled work.
- ✓ Segment employee groups according to their adoption needs and barriers.
- ✓ Design targeted interventions that move employees from awareness to sustained use.
- ✓ Equip managers to support teams through AI-enabled changes in work.
- ✓ Establish new work practices that integrate AI with human judgement and accountability.
- ✓ Measure and reinforce AI adoption using behavioral and performance indicators.

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Course Outline

✓ DAY 01

Day 1: Understanding the AI Adoption Reality

Assessing Current Adoption

- ✓ Distinguish AI access, experimentation, occasional use, repeated use, and embedded workplace adoption.
- ✓ Identify differences between stated adoption and actual changes in employee behavior.
- ✓ Assess current adoption using usage patterns, employee experience, workflow integration, and performance evidence.

Diagnosing Adoption Barriers

- ✓ Identify barriers related to confidence, relevance, skills, trust, workload, leadership, and uncertainty.
- ✓ Distinguish capability problems from motivation, process, technology, and management barriers.
- ✓ Complete an AI Adoption Diagnostic to identify where and why adoption is slowing.

AI Adoption & Workforce Transformation

Course Outline

✓ DAY 02

Understanding How AI Changes Work

Analyzing Work at Task Level

- ✓ Break roles into tasks rather than treating entire jobs as being changed by AI.
- ✓ Classify activities as primarily human, AI-assisted, increasingly automated, or newly created.
- ✓ Identify where human judgement, expertise, interaction, and accountability remain essential.

Redefining Roles and Capabilities

- ✓ Examine how changing task combinations affect responsibilities and role expectations.
- ✓ Identify AI literacy, critical thinking, verification, domain expertise, and collaboration capabilities required.
- ✓ Build an AI Workforce Impact Map connecting task changes with emerging capability needs.

AI Adoption & Workforce Transformation

Course Outline

✓ DAY 03

Designing Adoption for Different Employees

Segmenting the Workforce for Adoption

- ✓ Group employees according to work context, AI exposure, capability, confidence, and adoption needs.
- ✓ Identify different barriers affecting early adopters, hesitant users, occasional users, and non-users.
- ✓ Avoid one-size-fits-all AI training and communication approaches.

Building the Adoption Journey

- ✓ Design progression from awareness and confidence through first use, repeated use, and workflow integration.
- ✓ Match learning, practice, guidance, support, and communication interventions to each adoption stage.
- ✓ Complete an AI Adoption Journey Design for different workforce segments.

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Course Outline

✓ DAY 04

Enabling Managers and New Ways of Working

Leading AI-Enabled Teams

- ✓ Equip managers to clarify expectations about appropriate AI use within their teams.
- ✓ Coach employees through experimentation, mistakes, uncertainty, and changing task responsibilities.
- ✓ Create team environments that encourage learning while maintaining human accountability.

Embedding AI into Everyday Work

- ✓ Translate AI capability into repeatable team practices rather than isolated individual use.
- ✓ Establish appropriate review, verification, knowledge-sharing, and human decision practices.
- ✓ Complete a Human-AI Work Practice Simulation to redesign how a team performs selected activities.

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Course Outline

✓ DAY 05

Sustaining Workforce Transformation

Measuring Real Adoption

- ✓ Track progression from tool access and training completion to repeated use and workflow integration.
- ✓ Combine adoption indicators with quality, productivity, employee experience, and business performance measures.
- ✓ Identify signs of superficial adoption, ineffective use, over dependence, or declining engagement.

Building the AI Workforce Adoption Plan

- ✓ Prioritize actions across workforce segments, capability gaps, management support, and workplace practices.
- ✓ Establish reinforcement, feedback, peer learning, and review mechanisms to sustain behavior change.
- ✓ Complete an AI Workforce Adoption Plan integrating adoption baseline, task impact, workforce segments, capability needs, barriers, interventions, management actions, measures, and reinforcement priorities.



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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Dec. 21, 2026	Dec. 25, 2026	5 days	4250.00 \$	UAE , Dubai
Jan. 31, 2027	Feb. 4, 2027	5 days	4250.00 \$	KSA , Riyadh
May 3, 2027	May 7, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 30, 2027	Sept. 3, 2027	5 days	4950.00 \$	England , London

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