



Solution Overview

Enabling Effective AI Leadership

Close the leadership gap in your AI strategy.

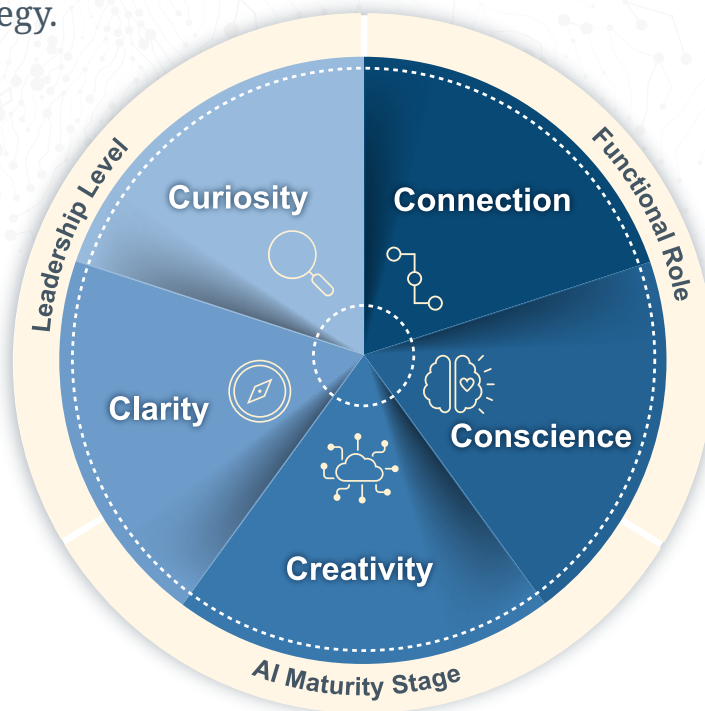
Enabling Effective AI Leadership is a working session designed for HR teams to align leadership capabilities with the demands of AI-driven change.

Value for Your Organization

Turn AI investment into measurable results with leaders who drive adoption and performance.

Value for Your Leaders

Lead AI transformation with confidence—support people, shape strategy, and drive adoption at scale.



AI success is 9.1X more likely when leaders combine change readiness and empathy.

Global Leadership Forecast 2025, *HR Insights Report*



Spot Leadership Strengths and Gaps

Diagnose how leadership behaviors either accelerate or slow AI adoption.



Focus on AI Leadership

Take stock of current development programs through an AI leadership lens.



Develop Implementation Plan

Prioritize next steps to enhance and scale AI leadership capabilities.



Gain Strategic Buy-In

Advise and influence key stakeholders using research and evidence-based frameworks.

The 5Cs of Leadership in the AI Era

 Connection: The Human Anchor in a Tech-Driven Era	 Conscience: Ethical Judgment in the Age of Intelligent Machines	 Creativity: Reimagining Work, Not Just Optimizing It	 Clarity: Navigating Ambiguity in a Complex Landscape	 Curiosity: The Fuel for Continuous Learning
• Leaders establish trust, empathy, and psychological safety to hold teams together. • Without it, trust in AI collapses.	• Leaders use strong moral judgment to guide decisions and set expectations for responsible AI use. • Without it, ethics and reputation are at risk.	• Leaders use problem-solving skills and an innovation mindset to envision new possibilities where AI can only optimize. • Without it, AI becomes dysfunctional automation.	• Leaders use sensemaking, communication, and direction-setting to guide teams through information overload. • Without it, confusion kills performance.	• Leaders use a learning mindset, adaptability, and openness to experimentation to evolve along with AI. • Without it, learning stalls and fear grows.

AI Maturity Stage	Exploration	Implementation	Scaling	Transformation	
Leadership Level	Emerging	Frontline	Mid-Level	Executive	C-Suite
Functional Role	Technical	Customer-Facing	Operational	Strategic	

This framework for AI leadership clarifies how requirements shift across different organizational realities.

Session Overview

Objectives

- Diagnose how leadership behaviors impact AI adoption and where they must evolve to scale.
- Define expectations using the 5Cs of Leadership in the AI Era.
- Show why leadership—not technology—drives AI success.
- Build a 30-60-90 day plan to embed AI leadership capability.

Details

- Half-day, in-person workshop
- Facilitated by a DDI consultant
- Up to 12 participants
- Includes an *AI Leadership Pulse Check*
- Interactive, discussion-based experience