

# Change Management



# Common Challenges

Deploying AI within an organization comes with several risks that need to be managed effectively to ensure a smooth and successful transition. Here are some of the key risks associated with AI deployment:

## 01 Workforce Resistance & Fear of Job Loss

One of the most significant risks is employee resistance to change.

## 02 Skill Gaps

Employees might lack the necessary skills to use AI tools effectively.

## 03 Change in Job Roles

Employees will have more bandwidth and may need to be deployed elsewhere

## 04 Lack of Clear Communication

A confused mind always says “no”. If there’s confusion, expect friction.

# Employee Empowerment

Exploring ways to empower employees during the change process could be beneficial. How can organizations involve employees in decision-making, gather their input on AI integration, and make them feel like active participants in the transformation?

# Upskilling

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40%  
by Q4 2026

# Employees Need Upskilling!

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**40% of Workers Will Need New Job Training Due to AI: IBM**

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<https://www2.staffingindustry.com> > Editorial > Daily-News > IBM-report-says-40-of-workforce-wil...

**40% of workforce will need to be reskilled because of AI: IBM report**

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<https://www.siasat.com> > 40-of-employees-will-have-to-reskill-in-next-3-years-due-to-ai-study-2...

**40% of employees will have to reskill in next 3 years due to AI: Study**

## Upskilling Framework

# Step-by-Step Framework for Upskilling the Team

Training Phase	Key Activities	Description
<b>1. Needs Assessment</b>	Identify Target Audience	Define the group of employees who will receive the training.
	Skills Gap Analysis	Analyze employees' current skills and knowledge related to AI tools.
	Define Training Scope	Determine the specific AI tools and functionalities to be covered.
<b>2. Training Objectives</b>	Define Learning Goals	Clearly state the desired outcomes of the training program.
	Address Concerns	Identify objectives related to alleviating fears or misconceptions about AI.
<b>3. Content Development</b>	Create Engaging Materials	Develop training materials like presentations, videos, guides, and interactive modules.
	Real-World Use Cases	Include practical examples that showcase AI tool applications.
<b>4. Learning Platforms</b>	Select Delivery Channels	Choose suitable platforms, such as LMS, workshops, webinars, etc.
<b>5. Tailored Training</b>	Customize Content	Adapt training content based on employee roles and skill levels.
	Different Skill Levels	Offer different levels of training for beginners and experienced users.
<b>6. Engaging Delivery</b>	Use Diverse Methods	Employ a mix of methods: instructor-led sessions, hands-on exercises, simulations, etc.
	Storytelling Approach	Include storytelling elements to make content relatable and memorable.
<b>7. Practical Exercises</b>	Hands-On Practice	Incorporate exercises that allow employees to use AI tools in a controlled environment.
	Encourage Experimentation	Foster a culture of exploration and learning through experimentation.



At Your Service

# Feel free to ask any questions



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