

AI Workforce Transformation: Strategy, Skills & Future of Work

21 – 25 June 2027
Milan

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AI Workforce Transformation: Strategy, Skills & Future of Work

Ref: 103600688_84310 **Date:** 21 – 25 June 2027 **Location:** Milan **Fees:** 5700 Euro

Course Overview:

The Workforce Transformation and AI course is an executive-level programme designed for General Managers and senior leaders responsible for reshaping workforce strategy in response to artificial intelligence, changing business models, and evolving capability requirements. Rather than treating AI as a technology implementation issue, the course positions AI Workforce Transformation as a leadership, operating-model, and people-strategy challenge.

Participants explore how AI-Driven Workforce Transformation affects tasks, roles, skills, structures, and decision-making. The programme addresses Strategic Workforce Planning, AI Workforce Strategy, Workforce Planning with AI, and the transition from conventional organizational models toward an AI-Enabled Workforce and Human AI Workforce. Particular attention is given to task-level analysis, workforce redesign, automation, augmentation, role redistribution, and responsible job redesign with AI.

The course also examines Workforce Reskilling Strategy, AI Skills Transformation, workforce mobility, organizational readiness, AI Change Management, and leadership communication during transformation. Participants will consider governance, accountability, trust, and Responsible AI Governance while developing practical approaches for a Future Ready Workforce.

The agenda is informed by leadership-oriented workforce transformation frameworks covering task transformation, work mapping, reskilling, hybrid workforce architecture, governance, and AI workforce operating models.

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Target Audience:

- General Managers
- Deputy General Managers
- Business Unit Heads
- Executive Directors
- Heads of Strategy
- Heads of Human Resources
- Heads of Organizational Development
- Heads of Transformation
- Digital Transformation Leaders
- Workforce Planning Leaders
- Learning and Development Leaders
- Operations Directors
- Corporate Strategy Leaders
- Senior Functional Managers responsible for workforce transformation
- Executives leading AI adoption and organizational change

Targeted Organizational Departments:

- Corporate Strategy and Strategic Planning
- Human Resources and Human Capital
- Organizational Development
- Digital Transformation
- Business Transformation Offices
- Workforce Planning and Workforce Analytics
- Learning and Development
- Talent Management
- Operations and Business Excellence
- Innovation and Artificial Intelligence
- Enterprise Risk and Governance
- Corporate Performance
- Technology and Data
- Change Management Offices
- Executive Management Offices

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Targeted Industries:

- Banking and Financial Services
- Government and Public Sector
- Energy and Utilities
- Oil and Gas
- Telecommunications
- Manufacturing and Industrial Organizations
- Healthcare
- Transportation and Logistics
- Infrastructure and Construction
- Technology and Digital Services
- Aviation
- Professional Services
- Retail and Consumer Services
- Education and Knowledge-Based Organizations
- Large diversified corporate groups

Course Offerings:

By the end of this course, participants will be able to:

- Evaluate how AI is transforming tasks, jobs, capabilities, and workforce structures.
- Develop an enterprise-level AI Workforce Strategy aligned with organizational priorities.
- Apply Strategic Workforce Planning principles to identify future workforce requirements.
- Analyze work at task level to identify opportunities for automation, augmentation, redistribution, and redesign.
- Apply Workforce Redesign and Job Redesign with AI principles responsibly.
- Differentiate between automation, augmentation, task redistribution, and role redesign.
- Build a Future Workforce Strategy based on changing skills and operating-model requirements.
- Design approaches for Workforce Reskilling Strategy, Upskilling and Reskilling, and workforce mobility.
- Identify workforce capability gaps through Workforce Skills Planning and AI Skills Transformation.
- Structure effective Human AI Collaboration and hybrid workforce models.
- Assess organizational readiness for AI-Driven Workforce Transformation.
- Lead AI Change Management and communicate transformation effectively.
- Establish leadership accountability and AI Workforce Governance.
- Apply Responsible AI Governance principles to workforce-related AI decisions.
- Use Workforce Analytics and AI Workforce Analytics to support executive decisions.
- Develop an integrated workforce transformation roadmap and AI workforce operating model.

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Training Methodology:

The programme uses an executive, discussion-driven methodology designed for General Managers and senior decision-makers rather than technical AI specialists. Learning combines strategic briefings, structured discussion, executive case analysis, scenario exercises, workforce transformation workshops, and facilitated group problem-solving.

Participants examine practical examples of **AI Workforce Transformation** across different industries and analyze how AI changes work at task, role, and organizational levels. Case exercises focus on decisions involving automation, augmentation, task redistribution, **Workforce Redesign**, job redesign with AI, workforce mobility, and reskilling.

Participants also work through strategic scenarios involving **AI Workforce Planning**, organizational readiness, skills shortages, employee concerns, governance failures, and human-AI collaboration. Group activities encourage participants to evaluate transformation decisions from business, workforce, risk, productivity, and governance perspectives.

The methodology reflects frameworks in the supporting material, including task decomposition, task transformation diagnostics, capability mapping, work redesign, workforce transition planning, skill transformation mapping, organizational readiness, leadership decision frameworks, and workforce strategy.

The course emphasizes executive judgment and workplace application. Examples of digital and analytical tools may be demonstrated or discussed where relevant, but software platforms, licenses, or proprietary tools are not provided as part of the programme.

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Course Toolbox:

- AI Workforce Transformation Framework
- Task Decomposition Framework
- Task Transformation Diagnostic
- Workforce Task Mapping Approach
- AI Capability Mapping Canvas
- Workforce Redesign Blueprint
- Workforce Transition Decision Framework
- Workforce Transition Roadmap
- AI Skills Transformation Map
- Workforce Capability Gap Framework
- Skills Adjacency Mapping Approach
- Strategic Workforce Planning Framework
- Human-AI Collaboration Model
- Hybrid Workforce Architecture
- Organizational Readiness Diagnostic
- Workforce Strategy Template
- Leadership Decision Framework
- Responsible AI Deployment Checklist
- AI Workforce Governance Framework
- Workforce Analytics KPI Examples
- Workforce Transformation Scenario Exercises

Note: These are frameworks, examples, templates, and insights discussed during the course. Commercial software, AI platforms, subscriptions, licenses, or proprietary external tools are not provided.

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Course Agenda:

Day 1: AI Workforce Transformation and the Future of Work

- **Topic 1:** Understanding AI Workforce Transformation and the changing nature of work
- **Topic 2:** AI and Future of Work: moving beyond the job-replacement narrative
- **Topic 3:** Understanding task-level disruption before job-level transformation
- **Topic 4:** The four outcomes of AI-driven task change: automation, augmentation, redistribution, and redesign
- **Topic 5:** Building an executive AI Workforce Strategy and Future Workforce Strategy
- **Topic 6:** Leadership responsibilities in Organizational Transformation with AI
- **Reflection & Review:** Reviewing the strategic implications of AI-Driven Workforce Transformation for the organization

Day 2: Strategic Workforce Planning and Work Redesign

- **Topic 1:** Strategic Workforce Planning in an AI-enabled operating environment
- **Topic 2:** Workforce Planning with AI and AI-Enabled Workforce Planning
- **Topic 3:** Mapping work, tasks, roles, and capabilities across the enterprise
- **Topic 4:** Workforce Redesign and identifying high-value AI opportunities
- **Topic 5:** Job Redesign with AI: automation, augmentation, role redesign, and institutional knowledge
- **Topic 6:** Applying Work Redesign Strategy to create a Future Ready Workforce
- **Reflection & Review:** Connecting Strategic Workforce Planning with business priorities and workforce transformation decisions

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Day 3: Skills Transformation, Reskilling and the Hybrid Workforce

- **Topic 1:** AI Skills Transformation and emerging workforce capability requirements
- **Topic 2:** Workforce Skills Planning and Skills-Based Workforce Planning
- **Topic 3:** Identifying skill adjacency, transferable capabilities, and workforce mobility
- **Topic 4:** Building an enterprise Workforce Reskilling Strategy
- **Topic 5:** Upskilling and Reskilling for changing roles and AI-enabled work
- **Topic 6:** Human AI Collaboration, Human AI Workforce, and Hybrid Workforce Strategy
- **Reflection & Review:** Evaluating capability gaps and priorities for Workforce Capability Development

Day 4: Leading AI Adoption, Change and Workforce Governance

- **Topic 1:** Organizational readiness for AI Adoption Strategy
- **Topic 2:** Leading AI Change Management across functions and employee groups
- **Topic 3:** Managing workforce anxiety, trust, transparency, and organizational confidence
- **Topic 4:** Executive communication during AI Workforce Transformation
- **Topic 5:** AI Workforce Governance, accountability, risk, and decision rights
- **Topic 6:** Responsible AI Governance for AI-supported workforce decisions
- **Reflection & Review:** Reviewing leadership responsibilities for responsible, trusted, and sustainable AI adoption

Day 5: AI Workforce Operating Model and Transformation Roadmap

- **Topic 1:** Moving from isolated AI initiatives to an enterprise AI workforce operating model
- **Topic 2:** Integrating strategy, HR, operations, technology, learning, and governance
- **Topic 3:** Workforce Analytics and AI Workforce Analytics for executive decision-making
- **Topic 4:** Measuring workforce productivity, skills transformation, adoption, and operating-model effectiveness
- **Topic 5:** Developing an integrated AI Workforce Transformation roadmap
- **Topic 6:** Scaling and sustaining the AI-Enabled Workforce and Future Ready Workforce
- **Reflection & Review:** Consolidating strategic priorities into an executive workforce transformation action plan

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FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

No technical AI, programming, or data science background is required. The course is designed primarily for General Managers, senior executives, functional leaders, and decision-makers involved in strategy, workforce planning, transformation, HR, operations, or organizational development. Participants should ideally have experience managing teams, functions, business units, or organizational transformation initiatives. Familiarity with workforce planning or digital transformation is helpful but not mandatory.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4–5 hours, with breaks and interactive activities included. The total course duration spans one week, approximately 20–25 hours of instruction.

Does AI Workforce Transformation primarily mean replacing employees with automation?

No. The course takes a broader task-level approach. AI may automate certain activities, but workforce transformation can also involve augmentation, redistribution of tasks, role redesign, skills transformation, and new forms of Human AI Collaboration. The supporting source specifically distinguishes automation, augmentation, task redistribution, and role redesign as different workforce transition outcomes.

How This Course is Different from Other Workforce Transformation and AI Courses:

This course distinguishes itself by treating **AI Workforce Transformation** as an enterprise leadership issue rather than a technology implementation exercise or an HR-only initiative. It is designed specifically for General Managers and senior leaders who need to make decisions about work, workforce structure, capabilities, governance, and organizational performance.

Instead of focusing mainly on AI tools, the course begins with the work itself. Participants learn how to analyze tasks, determine where automation or augmentation creates value, redesign roles responsibly, preserve institutional knowledge, and connect workforce decisions with strategic priorities. This reflects the source material's emphasis on task transformation, work mapping, workforce transition decisions, reskilling, governance, and AI workforce operating models.

The programme also integrates **Strategic Workforce Planning**, **Workforce Redesign**, **AI Skills Transformation**, **Human AI Collaboration**, **AI Change Management**, and **Responsible AI Governance** into one coherent executive framework.

Rather than presenting workforce transformation as a one-time AI project, the course shows leaders how to create a scalable **Hybrid Workforce Strategy**, develop a **Future Ready Workforce**, measure workforce outcomes, and move from isolated initiatives toward an integrated AI workforce operating model. This makes the programme especially suitable for leaders responsible for enterprise-wide transformation, not simply functional AI adoption.