ACCELERATE AI TRANSFORMATION

CHANGE**FUSION**

accelerating results.

ACCELERATE YOUR TRANSFORMATION:
A PEOPLE-CENTERED APPROACH TO ADOPTION AND CHANGE

Turning algorithms into adoption and adoption into advantage.

Implementing AI is more than a technical challenge. The real test is whether leaders can align their organizations, re-imagine your talent strategy, and build an agile culture to make adoption stick. Without that, even the most advanced technology risks becoming shelfware.

At ChangeFusion, we help leaders see AI not just as a system upgrade, but as a people-centered game changing transformation. We guide executives and teams to envision what's possible, make confident choices, and connect across silos to unlock the organization's full capacity for collaboration and innovation.

Our work doesn't replace your technical partners, it amplifies them. We ensure the investment in AI delivers results by preparing your people, shaping culture, and building leadership confidence at every step.

We invite you to approach AI differently. Let us help you set the conditions for bold transformation, resilience, and long-term success.

Encouragingly,

CHANGEFUSION
accelerating results.

About Us

We help organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and employees. We do it all with hard-hitting business acumen, deep knowledge of organization dynamics, and a strong emphasis on making a sustainable difference.

OUR AI SERVICES: THE MACRO VIEW

THE HUMAN SIDE OF AI ADOPTION

Organizations are at very different points in their AI journey, some are just beginning to explore what's possible, others are making early moves, and many are already navigating complex implementation. What they all share is the need for clarity, alignment, and confidence on the human side of AI.

That's where ChangeFusion comes in. Our services focus on equipping leaders and organizations to make sense of AI, align around priorities, and build the culture and governance needed for adoption to take root. Each service is highly facilitated, practical, and designed to meet your organization where it is today, while preparing you for what's next:

AI LEADERSHIP PLAYBOOK

A six-week process for organizations in the early stages of exploring AI. Executives align on opportunities, risks, and governance while producing a customized Playbook that sets the vision and direction for adoption

ADVISORY SERVICES

An ongoing partnership with senior leaders that provides thought partnership and continuity throughout the AI journey. Advisory Services guide decisions, shape governance, and keep adoption aligned and on track.

CHANGE STRATEGY ACCELERATOR

A four-month sprint for organizations that already have a vision and are ready to implement. Leaders design the change approach, narrative, and prioritized portfolio that will accelerate adoption across the enterprise.

TRAINING FOR LEADERS AND EMPLOYEES

Interactive sessions that prepare leaders and employees to thrive in an AI-enabled workplace. Training builds awareness, confidence, and cultural readiness so people at all levels can adapt and succeed.

AI: LEADERSHIP PLAYBOOK

A 6 WEEK ENGAGEMENT TO SHAPE YOUR ORGANIZATION'S AI FUTURE.

AI may be a technical transformation, but its success begins with leadership alignment. The AI Leadership Playbook is a structured, highly facilitated process designed for organizations in the early stages of exploring AI. Over six weeks, your executive team is introduced to the concepts and implications of AI, encouraged to think boldly about future possibilities, and guided in making the foundational decisions that will shape your organization's approach.

At the conclusion, your leadership team walks away with a comprehensive Playbook—not a generic guide, but a strategy and plan created through this process. The Playbook reflects your organization's unique vision, agreements, and governance for AI, providing a clear compass for how to pursue efficiencies, re-envision business models, define growth opportunities, and determine where to scale.

1

Discovery & Exploration (Weeks 1–2)
We begin by surfacing broad perspectives on AI: its opportunities, risks, and competitive implications. Through interviews, pre-work, and facilitated dialogue, your leadership team develops a baseline of shared understanding.
Outputs: Grounding perspectives, shared strategic inquire framework, and foundational insights.

2

Leadership Offsite: Prioritization & Focus (Weeks 3–4)
A 1 or 2 day offsite brings the executive team together to 1) prioritize opportunities and risks, 2) envision AI's role in transforming the organization, and 3) align on focus areas across three frames - to gain efficiencies, increase quality and envision new ways of working An AI thought leader broadens the conversation with insights on possibilities and considerations, while structured exercises balance exploration with the decisions required for alignment.
Outputs: Preliminary AI strategic narrative, prioritized focus areas, draft AI scenarios.

3

Expansion & Scenario Work (Weeks 4–5)
Building on the offsite, we guide leaders in expanding their thinking on the selected focus areas. Scenarios are stress-tested, assumptions surfaced, and cultural and organizational implications examined.
Outputs: Deeper insights into chosen focus areas, including enablers and barriers.

4

Alignment & Synthesis (Weeks 5–6)
Insights and decisions are consolidated into the AI Playbook. This includes governance models, decision rights, top 3–5 enterprise priorities, and an agreed-upon AI narrative. The Playbook is tailored exclusively to your organization—it captures leadership agreements, direction, and next steps.
Outputs: Comprehensive AI Playbook.

THE PLAYBOOK ENSURES YOUR AI JOURNEY STARTS WITH CLARITY, ALIGNMENT, AND A BLUEPRINT YOU CAN TRUST.

AI: CHANGE ACCELERATOR

FOUR MONTHS TO DESIGN A FAST, PRACTICAL ROADMAP FOR AI ADOPTION.
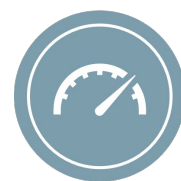
Once the vision is set, the challenge becomes execution. The Change Strategy Accelerator is designed for organizations that already have a sense of direction for AI and are ready to move into adoption. This four-month, fast-paced engagement equips leaders to translate vision into action through a structured change and adoption strategy.

Over the course of the Accelerator, leaders define the AI change narrative, establish governance cadence and decision rights, and align on a prioritized portfolio of initiatives. The result is a practical, organization-wide roadmap that ensures adoption moves forward with clarity, speed, and confidence.

Key Outcomes

- A compelling change narrative that connects AI to strategy and purpose.
- A prioritized and sequenced portfolio of adoption initiatives.
- Governance cadence and decision rights for clarity and accountability.
- Integrated plan to align people strategy, technology, operating plan, and governance.

1 **Discovery**
Current state, readiness, and organizational dynamics are assessed. Key challenges and opportunities are surfaced, ensuring the strategy is grounded in real context.
Outputs: Organizational assessment, readiness insights, and change levers.

2 **Strategy**
The change approach is designed, including the AI adoption narrative, governance model, and leadership alignment on priorities.
Outputs: Change narrative, governance framework, and adoption roadmap.

3 **Portfolio Alignment**
Initiatives are sequenced, responsibilities clarified, and a cadence for governance and accountability is established.
Outputs: Prioritized adoption portfolio, decision rights, and execution rhythm.

4 **Plan Integration**
All elements of successful organizational components are aligned to support adoption speed.
Outputs: Integration plan of people strategy, technology, governance, and operating plan.

THE CHANGE STRATEGY ACCELERATOR PROVIDES THE SPEED, STRUCTURE, AND FOCUS TO TURN AI AMBITION INTO ADOPTION.

AI: ADVISORY SERVICES

A TRUSTED PARTNER TO KEEP AI ADOPTION ALIGNED, GOVERNED AND ON TRACK.

Implementing AI requires more than a launch plan, it requires ongoing guidance to keep leaders aligned, decisions clear, and adoption on track. ChangeFusion's Advisory Services provide a trusted partnership for executives as they navigate the organizational side of AI. Through regular advisory sessions and on-demand support, we help leaders test assumptions, address workforce concerns, establish governance, and maintain momentum. Whether your organization is just starting out or already deep into implementation, Advisory Services provide the continuity and thought partnership to ensure AI delivers both results and resilience.

WHAT THIS SERVICE LOOKS LIKE

- Strategic Advisory Sessions: Monthly or bi-weekly conversations with executives or leadership teams.
- On-Demand Partnership: A trusted advisor available for urgent decisions and pivots.
- Leadership Coaching: Equipping leaders with tools to communicate AI's purpose and model adoption.
- Facilitated Alignment: Driving cross-functional collaboration through "AI councils" or targeted workshops.
- Governance Guidance: Establishing cadence, metrics, and decision rights for sustainable progress.

THE GAPS WE HELP CLOSE

Unclear on what AI means for your business?
- Leaders need clarity on AI's role, responsible use, and connection to strategy.

Technical partners in place, but the people side is missing?
- Systems alone don't drive adoption—culture and leadership alignment do.

Executive team not fully aligned?
- Conflicting priorities and unclear decision rights slow momentum.

Struggling to communicate AI to the workforce?
- Poor messaging creates fear and resistance instead of trust and engagement.

No governance model to guide adoption?
- Without cadence, forums, and metrics, AI efforts stall or fragment

RETAINER OPTIONS

- 3-Month Engagement: A strong starting point for clarity, focus, and early momentum.
- 6-Month Engagement: A medium-term partnership to support alignment and the first wave of adoption.
- 12-Month Engagement: A sustained partnership to embed governance, shift culture, and scale adoption.

OUR RETAINERS ARE DESIGNED FOR CONTINUITY; PROVIDING CONSISTENT SUPPORT, THOUGHT PARTNERSHIP, AND COACHING THROUGH THE UNPREDICTABLE JOURNEY OF AI ADOPTION.

AI: TRANSFORMATION

BUILDING ADAPTABILITY AND CONFIDENCE AT EVERY LEVEL.

AI adoption succeeds when people are ready to adapt, learn, and lead with confidence. ChangeFusion's training programs are designed to meet leaders and employees where they are—equipping them with the skills and mindsets needed to thrive in an AI-enabled workplace.

Our offerings include tailored sessions for both executives and emerging professionals, each blending practical AI understanding with the human skills of adaptability, resilience, and responsible use.

1 DAY — LEADING IN THE AGE OF AI

A one-day interactive workshop that equips executives and senior leaders to strengthen adaptability, understand AI's opportunities and limitations, and prepare their organizations for responsible adoption. Participants leave with clear strategies for fostering resilience, building trust, and leading with confidence in an AI-shaped future.

1 DAY — SUCCEEDING IN THE AGE OF AI

A one-day interactive workshop that prepares employees and emerging professionals to build adaptability, use AI responsibly, and anticipate its impact on their roles and careers. Participants leave with practical skills, a future-ready mindset, and strategies to grow alongside technology.

LEADING IN THE AGE OF AI

STRATEGIC LEADERSHIP

COURSE DESCRIPTION

1 DAY

This one-day interactive workshop equips leaders to navigate and lead effectively in an era defined by rapid technological advancement. Participants begin by strengthening adaptability—building the mindset and resilience needed to guide others through change. From this foundation, the program explores artificial intelligence: what it is, how it is reshaping work, and the implications for leadership.

Leaders will examine both the tactical and strategic opportunities AI presents, from improving decision-making and productivity to anticipating organizational shifts in talent, ethics, and culture. Through discussion, reflection, and applied activities, participants will leave with clear strategies for modeling adaptability, fostering responsible AI adoption, and positioning their teams to succeed in a future shaped by AI.

This session can be tailored to align with your organization's current stage of AI adoption and any internal guidelines or policies governing its use.

COURSE OUTLINE

DAY 1 AGENDA

- Cultivating adaptability and resilience as a leader
- Understanding AI: opportunities and limitations
- Tactical uses of AI to enhance leadership effectiveness
- Strategic implications for talent, culture, and ethics
- Action planning: leading with confidence in the age of AI

PARTICIPANT EXPERIENCE

PRE COURSE WORK

- Reflection Questions
- Guided AI Leadership Activity Video
- on AI and the Future of Work

LEARNING MODALITIES

- Interactive lecturette
- Individual reflection
- Peer discussion
- Case-based exploration
- Applied activities with AI tools Leadership action planning

> " *The question isn't if AI will change leadership— it's how ready you are to lead it.* "

DELIVERY OPTIONS: **IN PERSON OR VIRTUAL**

SUCCEEDING IN THE AGE OF AI

EMERGING PROFESSIONALS

COURSE DESCRIPTION

1 DAY

This one-day interactive workshop equips emerging professionals with the adaptability and awareness needed to succeed as artificial intelligence reshapes the workplace. Participants will first focus on developing the core skill of adaptability—strengthening resilience, cultivating a growth mindset, and learning how to respond productively to uncertainty. Building on this foundation, they will explore what AI is (and isn't), how it is currently being used, and what it means for day-to-day work as well as long-term career growth.

Through a mix of reflection, discussion, and applied activities, participants will learn practical ways to use AI tools responsibly, anticipate how technology may shift roles and expectations, and identify strategies for staying future-ready.

This session can be tailored to align with your organization's current stage of AI adoption and any internal guidelines or policies governing its use.

COURSE OUTLINE

DAY 1 AGENDA

- Building adaptability and resilience for change
- Understanding AI: what it is (and isn't)
- Practical ways to use AI responsibly at work
- Anticipating the future of work and career impact
- Personal action planning to stay future-ready

PARTICIPANT EXPERIENCE

PRE COURSE WORK

- Reflection Questions
- Guided AI
- Activity Video on AI

LEARNING MODALITIES

- Interactive lecturette
- Individual reflection
- Small group discussion
- Applied activities with AI tools
- Personal action planning

" Grasp the future. Build adaptability. Succeed in the age of AI. "

DELIVERY OPTIONS: IN PERSON OR VIRTUAL

RIDE THE AI WAVE.

CALL US TO NAVIGATE **YOUR FUTURE TODAY.**