# Organisation Change in Digital Revolution: Moving to the AI Paradigm

- How can you harness technology to successfully drive organisational change?

- What shifts in attitudes and behaviours are required for people to thrive in the digital era?

- Are you ready to guide your organisation through transformation with both tools and mindset change?

## Introduction

The shift toward a digital workplace has been building for decades, but in recent years the pace has accelerated dramatically. Emails have long replaced memos, and now cloud platforms, automation, and AI are reshaping how organisations operate. For many leaders and employees, the challenge is not only about keeping up with technology but also about adapting attitudes and behaviours to embrace it fully. Technology introduces enormous opportunities for efficiency, collaboration, and innovation—but it also brings risks, resistance, and uncertainty. This program explores how organisations can successfully adopt digital tools while fostering the cultural and behavioural shifts needed to make change sustainable. Participants will learn how to plan transitions strategically, engage employees in the process, and strike a balance between technological adoption and human connection. By mastering these approaches, leaders can ensure their organisations remain resilient, adaptive, and future-ready.

## Program Objectives

This program aims to:
- Prepare digital transformation for the organisation
- Adopt the right technology during change management

## Learning Outcomes

After completing this program, the participants should be able to:
- Plan and execute change management
- Apply technology to facilitates change management

## Methodology

Gamification, case study, interview, case simulation, quiz, group discussion, lecture, videos.

## Who Should Attend

Human resource personnel, marketing personnel, financial personnel, senior management, and anyone involved in organisational change towards digital paradigm.

**Program Outline**

| Day One | |
|---|---|
| Time | Topics |
| 9:00am – 10:30am | **The Needs for Organisation Change**<br>As digitally-enabled workplaces gain prominence, more people have begun to work remotely on a regular or even full-time basis, teams are spread out across the world, and the line between work and personal time has become blurred. In this module, the participants would be fully aware of the changes that need to occur to follow the technology's path. |
| 10:30am – 11:00am | Tea Break and Networking |
| 11:00am – 1:00pm | **Change Management is Everyone Business**<br><br>While it might be tempting to dive into deploying the latest technologies, relying on staff you already have to handle the change, there is a bigger picture to think about. For companies to keep up with their competitors – both with regards to their customers and to be seen as a desirable employer – it's best not to rush into sudden change for the sake of change. Instead, the participants would learn how everyone in the organisation will process and incorporate the change through a video to embrace the digital revolution. |
| 1:00pm – 2:00pm | Lunch and Networking |
| 2:00pm – 3:30pm | **Change Management Strategies**<br><br>Over 50% of change management efforts fail because of failure to use the right tools or strategies to help their employees understand and adopt new ideas and practices. This module equips participants with the methodology to communicate and deliver change messages to the stakeholders by using technology. |
| 3:30pm – 4:00pm | Tea Break and Networking |
| 4:00pm- 5:00pm | **Quick Review: New Business Paradigm that Needs Attention**<br><br>With digital networks getting faster all the time, the speed of data transfer has increased exponentially. Today, there is very little time to stop a data breach, even when discovered quickly wholly. The participants would learn how to deal with the HR and employee data. Through a case study, the participants would learn how changes are conducted in the HR department for data protection exercise. |

| Day Two | |
|---|---|
| Time | Topics |
| 9:00am – 10:30am | **Designing Change Digitally**<br><br>This module provides techniques and tools for participants to zoom down where to start and start the digital change process. The participants would learn how to set priority for the change process to start. The holistic approach on operation, finance, human resource and even marketing would be considered in the designing change process. |
| 10:30am – 11:00am | Tea Break and Networking |
| 11:00am – 1:00pm | **Phases in Change Management**<br><br>The transformation and change management, however, is not easy. If not done correctly, it can increase complications and conflict within the organisation. In this module, the participants would apply phases to move to the digitalisation organisation |
| 1:00pm – 2:00pm | Lunch and Networking |
| 2:00pm – 3:30pm | **Digital Engagement as Change Management**<br><br>Engagement is a key part of the change process and most often overlooked. In this module, participants would learn various methodology to engage within the organisation. In addition, the participants would learn the technology to assist in engagement between the employees. |
| 3:30pm – 4:00pm | Tea Break and Networking |
| 4:00pm- 5:00pm | **Measuring Change Digitally**<br><br>The change process needs close monitoring. This module trains participants to apply technology to monitor the employees' change. With digitalising the measuring feedback and monitoring, the process of change has higher chances to be successful. |