

TRANSFORM
AI CULTURE
& CHANGE

Leading organisational change and embedding AI into ways of working.



WHAT ARE APPRENTICESHIP UNITS?

A flexible way to build capability in specific areas of organisational need.

Apprenticeship Units are standalone learning programmes developed from apprenticeship standards. They allow organisations to access focused training in key subject areas without committing to a full apprenticeship programme.

Designed around employer priorities, units provide targeted development that can be delivered quickly and applied immediately within the workplace.

WHY CHOOSE APPRENTICESHIP UNITS?



Focus on a specific business challenge



Build capability without committing to a full apprenticeship



Develop practical skills that can be applied immediately



Support organisational priorities and transformation initiatives



Flexible delivery options designed around operational requirements



AI LEADERSHIP UNITS

Organisations across every sector are exploring AI opportunities, but many leaders lack the frameworks, governance structures and change capability needed to move from experimentation to sustainable adoption.

Baltic's AI Leadership Units develop the leadership capability required to define strategy, govern adoption responsibly and lead organisational transformation with confidence.

THE AI LEADERSHIP JOURNEY

DEFINE



AI Strategy & Value

The knowledge, frameworks and strategic clarity to set clear, evidence-based direction for AI Adoption across the organisation.

GOVERN



AI Risk & Responsibility

Putting the right governance in place to evaluate vendors critically and adopting frameworks that ensure AI Adoption is ethical, accountable and compliant.

TRANSFORM



AI Culture & Change

Redesign ways of working, manage workforce adoption, and build a culture for safe, sustainable and lasting organisational change

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AI Culture & Change

Implementing AI successfully requires more than technology adoption. It also involves changes to processes, ways of working and organisational culture.

This unit explores the leadership considerations involved in delivering AI-enabled change. Participants examine workforce impact, organisational readiness, risk management and approaches to monitoring and continuous improvement. By the end of the unit, leaders will be better equipped to support AI-related change initiatives and contribute to the sustainable adoption of AI within their organisation.

Technology alone doesn't transform organisations. People do.

Successful AI adoption depends on workforce engagement, leadership commitment and a clear approach to managing change. Leaders play a critical role in creating the conditions for adoption, building trust and ensuring AI becomes embedded in day-to-day operations.

OUTCOMES

By the end of this unit, leaders will be able to:

- ▶ Assess organisational readiness for AI-enabled change
- ▶ Identify how AI may impact roles, processes and ways of working
- ▶ Support workforce engagement and adoption initiatives
- ▶ Contribute to transformation planning and implementation
- ▶ Monitor progress, evaluate outcomes and identify opportunities for improvement
- ▶ Support the sustainable adoption of AI across the organisation



DELIVERY MODELS

Flexible delivery designed around leadership responsibilities.

The AI Leadership Units can be delivered through two formats, allowing organisations to choose the approach that best aligns with their objectives, timescales and operational requirements.

Extended Delivery Model

Five one-day leadership masterclasses delivered over five weeks.

This format allows participants to reflect on learning between sessions, engage stakeholders, consider organisational implications and apply key concepts in practice before returning to the next masterclass.

Ideal for organisations looking to:

- ▶ Build capability progressively
- ▶ Apply learning between sessions
- ▶ Engage wider stakeholders throughout the programme
- ▶ Balance learning alongside operational responsibilities

Accelerated Delivery Model

Five consecutive full-day leadership masterclasses delivered over one week.

This immersive format provides leaders with dedicated time to focus on AI strategy, governance and organisational transformation away from day-to-day operational demands.

Ideal for organisations looking to:

- ▶ Build leadership capability quickly
- ▶ Align learning to a specific AI initiative
- ▶ Accelerate decision-making and planning
- ▶ Create momentum around organisational transformation

Programme at a Glance

30 learning hours per unit

Exam approximately 1 week after delivery



READY TO BUILD AI LEADERSHIP CAPABILITY?

Whether you're defining your AI strategy, strengthening governance, or preparing your organisation for transformation, Baltic's AI Leadership Units provide a structured pathway to build leadership confidence and capability.

Take the Next Step!

Speak to our team about upcoming cohorts, delivery options and organisational requirements.



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