

A graphic of a hand holding a glowing circular interface. Inside the circle is a play button shape filled with a circuit pattern, with the letters 'AI' in the center. The background is a blurred image of a person in a suit.

DEFINE GOVERN TRANSFORM

Build the leadership capability needed to define AI strategy, govern adoption responsibly and deliver sustainable organisational transformation.

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



WHY AI LEADERSHIP MATTERS

AI adoption is already happening across organisations, often without a clear strategy, governance framework or plan for organisational change.

While teams experiment with AI tools, many leaders lack the confidence, knowledge and frameworks needed to evaluate opportunities, manage risks and drive adoption at scale.

As a result, organisations face increasing challenges around.

- ▶ AI strategy and direction
- ▶ Workforce adoption and change management
- ▶ Governance and compliance
- ▶ Scaling AI beyond isolated pilots
- ▶ Vendor evaluation and procurement

BUILT FOR ORGANISATIONAL DECISION-MAKERS

Successful AI adoption requires leaders who can evaluate opportunities, make informed decisions and guide their organisations through change with confidence.

The AI Leadership Units are designed for leaders responsible for organisational strategy, innovation, transformation, governance and operational improvement, including:

- ▶ Heads of Department
- ▶ Operations Leaders
- ▶ Senior Managers
- ▶ Innovation Managers
- ▶ Transformation Leads
- ▶ Change Managers
- ▶ Digital Leaders
- ▶ Governance and Risk Leaders

THE AI LEADERSHIP JOURNEY

Successful AI transformation requires leadership capability, not just technology capability.

Baltic's AI Leadership Units help organisations build the leadership skills needed to define AI strategy, govern adoption responsibly and deliver sustainable organisational transformation.

Through a structured three-stage journey, leaders develop the confidence and capability to move their organisations from experimentation to enterprise-wide impact.

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

DEFINE

AI Strategy & Value

Many organisations are exploring AI, but leaders are often faced with competing priorities, uncertain opportunities and rapidly evolving technologies.

This unit helps leaders build a practical understanding of AI and its potential organisational impact. Participants explore how AI aligns with business objectives, assess opportunities and risks, and consider the strategic, cultural and operational factors that influence successful adoption.

Experimentation without strategic direction creates risk, not reward.

Before organisations can govern, implement or scale AI effectively, leaders need a clear understanding of where it can deliver value and how it aligns with organisational priorities.

OUTCOMES

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

- ▶ Understand AI capabilities, opportunities and limitations
- ▶ Align AI initiatives to organisational priorities
- ▶ Audit organisational readiness
- ▶ Identify governance requirements
- ▶ Evaluate operating models and approaches to adoption
- ▶ Define an evidence-based AI strategy and make informed decisions about future AI implementation



GOVERN

AI Risk & Responsibility

Organisations are moving beyond AI experimentation and beginning to evaluate how AI can be adopted at scale. As implementation becomes a reality, leaders face increasing responsibility for governance, procurement, compliance and risk management.

This unit helps leaders develop the knowledge and frameworks needed to evaluate AI solutions, assess potential risks and establish appropriate governance structures. Participants explore how AI decisions are made, how accountability is maintained, and how organisations can adopt AI in a way that is ethical, compliant and aligned with organisational requirements.

Adopting AI without the right governance in place exposes organisations to financial, legal and reputational risk.

Successful implementation requires leaders who can evaluate solutions critically, understand the implications of AI adoption, and establish the frameworks needed to support informed, accountable decision-making.

OUTCOMES

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

- ▶ Evaluate AI solutions and suppliers against organisational requirements
- ▶ Understand the governance structures needed to support responsible AI adoption
- ▶ Assess risks, compliance obligations and accountability considerations
- ▶ Contribute to procurement and decision-making processes with confidence
- ▶ Establish appropriate human oversight and assurance mechanisms
- ▶ Support ethical, accountable and sustainable AI implementation



TRANSFORM

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



VALUE & BENEFITS

Building the leadership capability needed for successful AI adoption.

Successful AI adoption requires more than access to technology. It requires leaders who can evaluate opportunities, make informed decisions and guide their organisations through change with confidence.

The AI Leadership Units develop the knowledge, skills and practical frameworks leaders need to navigate the opportunities, challenges and responsibilities associated with AI adoption. Across strategy, governance and organisational transformation, participants build their understanding of how AI can support organisational objectives, how risks and responsibilities should be managed, and how people, processes and technology can work together to deliver sustainable change.

What Leaders Gain

By completing the programme, leaders will be better equipped to:

- ▶ Assess AI opportunities in the context of organisational goals and priorities
- ▶ Make informed decisions about AI adoption, governance and procurement
- ▶ Understand the risks, responsibilities and compliance considerations associated with AI
- ▶ Engage stakeholders and support workforce adoption
- ▶ Evaluate AI solutions and implementation approaches with greater confidence
- ▶ Lead organisational change and transformation initiatives involving AI

What Organisations Gain

For businesses, the programme helps build internal leadership capability to support more informed, responsible and strategically aligned approaches to AI adoption and organisational change.

By developing leaders who can define strategy, govern adoption and lead transformation, organisations are better positioned to:

- ▶ Align AI initiatives to organisational priorities
- ▶ Strengthen governance and decision-making
- ▶ Support workforce adoption and engagement
- ▶ Reduce the risks associated with AI implementation
- ▶ Move beyond isolated experimentation towards sustainable organisational impact

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

90 learning hours across all three units

Assessment: Exam following delivery

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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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