

**CHANGELT** ■

**Leading AI Transformation:  
The Leadership Archetypes  
Driving Change**





## Course Background

In the age of artificial intelligence, organizations stand at the intersection of innovation and disruption. AI is no longer an emerging trend. It is a transformative force reshaping industries, job roles, decision-making, and the nature of leadership itself. To thrive, organizations must not only adopt new technologies but fundamentally rewire how they lead change.

This course introduces a powerful framework: **Seven Leadership Archetypes for Change**. These archetypes represent the core mindsets leaders adopt, consciously or unconsciously, when guiding transformation. Each archetype brings strengths, risks, and distinct impacts on how change is communicated, received, and sustained.

In AI-driven contexts, where ambiguity is high, resistance is subtle, and ethical considerations are central as leaders must go beyond rigid change models. They must develop the agility to shift between archetypes based on context, culture, and complexity. This course provides the tools, reflection, and practice to do just that.

Designed for mid- to top-level leaders and change professionals, the training course combines strategic insights with immersive learning. Participants will assess their dominant archetype, explore how to adapt their style to AI contexts, and develop integrated change strategies aligned with the **ACMP Standard for Change Management**© (ACMP Standard©).

## Course Description

Delve *Leading AI Transformation: The Leadership Archetypes Driving Change* is an immersive 16-hour training experience built for today's dynamic, AI-disrupted landscape. It introduces the **Seven Leadership Archetypes for Change**—a structured framework offering distinct leadership and behavioral lenses to effectively guide transformational efforts.

### These archetypes are:

1. **The Director** – Focused on control, structure, and clear outcomes
2. **The Navigator** – Strategic, adaptable, and politically astute
3. **The Caretaker** – Responsive to external forces, fostering stability
4. **The Coach** – Developer of people, focused on learning and growth
5. **The Interpreter** – Meaning-maker, communicator of shared purpose
6. **The Nurturer** – Guardian of culture, emphasizing emergence and resilience
7. **The Architect** – Systems thinker, aligning structure, people, and technology

### This course empowers participants to:

1. Diagnose their leadership default and its impact on change efforts
2. Learn when to lean into or shift between archetypes
3. Align leadership styles with change initiatives, particularly AI-driven ones
4. Apply the **ACMP Standard**© to real-life scenarios using the archetypes as a guiding compass
5. Design people-centered, resilient strategies that anticipate resistance and embed sustainability

By the end of the course, participants will walk away with a toolkit, a personalized leadership profile, and the confidence to lead adaptive, ethical, and systemic change, turning AI disruption into long-term advantage.



## Course Modules

To lead AI transformation effectively, organizations need leaders who understand their own influence and can adapt to the evolving demands of technological change. This course is structured around seven purposefully designed modules, each combining strategic insight with behavioral agility. Grounded in the **ACMP Standard**®, the modules guide participants through a progressive journey: from framing AI change and understanding leadership archetypes to applying those insights in real-world simulations and strategic planning. Together, they build the mindset, skillset, and toolkit required to lead AI transformation with clarity, confidence, and impact.

- 1. Framing AI-Driven Change:** This module introduces the accelerating wave of AI transformation and frames it not simply as a technological shift, but a profound organizational and cultural evolution. Participants will explore how AI challenges traditional management models, alters value chains, redefines roles, and amplifies both opportunity and disruption. This module sets the stage for leadership's evolving role in this context, emphasizing the need for intentional, adaptive approaches.
- 2. The Seven Leadership Archetypes for Change:** At the heart of this course lies the proprietary framework of the Seven Leadership Archetypes. Each archetype represents a unique mindset toward leading change, ranging from control-oriented to system-aware. Participants will identify their personal default archetype using diagnostic tools, explore the behavioral patterns and assumptions behind each style, and understand when to flex or shift their archetype depending on the organizational context and AI maturity level.
- 3. Strategic Alignment and Organizational Readiness:** This module bridges leadership behavior with organizational diagnostics. Participants will assess their own organization's strategic context, readiness for AI adoption, and cultural compatibility. Through structured tools, they will map change impact across stakeholders and identify areas of potential resistance, fatigue, or overload. They will also evaluate how their dominant archetype either supports or undermines organizational alignment.
- 4. Archetypes in Action – AI Case Simulations:** Participants engage in live case simulations based on real-world AI transformation scenarios. These range from implementing AI in operations or customer service, to integrating AI into strategic decision-making. In each case, participants must role-play different leadership archetypes and respond to emerging tensions: ethical dilemmas, staff resistance, technological failure, or misaligned sponsors. This experiential learning deepens their flexibility and archetypal agility.
- 5. Leading Self – Adaptive Capacity in Uncertain Times:** AI leadership requires not just strategic insight, but psychological agility. This module focuses on the inner game of leadership. Participants build self-awareness about their response to complexity, ambiguity, and rapid shifts. They practice reframing, emotional regulation, and presence-based leadership techniques to develop inner resilience. The goal is to increase the leader's ability to switch intentionally between archetypes, not from pressure, but from purpose.
- 6. Leading Others – Communication, Resistance & Sponsorship:** Effective AI transformation relies on communication that goes beyond informing. It must engage, inspire, and activate. This module teaches participants to design communication approaches aligned with their archetype and audience. They explore how each archetype handles resistance, whether by confronting, coaching, reframing, or re-designing. Tools for mapping sponsor networks and adapting leadership behaviors to influence diverse stakeholders are provided.
- 7. Integration Lab – Designing an AI Transformation Initiative:** In the final module, participants synthesize everything learned by working in teams to design a complete AI transformation approach. They select a context, define the leadership archetypes that will guide the change, and build a full transformation playbook including vision, stakeholder plan, resistance strategy, communication narrative, and metrics. They present to peers and receive feedback.



## Learning Objectives

Upon completing this course, participants will be able to:

1. **Articulate the organizational and strategic implications of AI-driven transformation**, and clearly communicate the rationale for change to diverse stakeholder groups.
2. **Identify their predominant leadership archetype** and understand the assumptions, behaviors, and strengths associated with each of the seven archetypes: Director, Navigator, Caretaker, Coach, Interpreter, Nurturer, and Architect.
3. **Demonstrate the ability to shift between leadership archetypes** based on context, stakeholder needs, and phase of the change initiative.
4. **Apply the ACMP Standard for Change Management®** to structure an AI transformation strategy, integrating vision, readiness, sponsorship, stakeholder engagement, and risk management.
5. **Evaluate the organization's readiness for AI transformation**, including cultural alignment, change capacity, and leadership dynamics.
6. **Develop a sponsorship strategy** that includes personal leadership alignment, peer sponsorship development, and mechanisms for long-term reinforcement and visibility.
7. **Design a stakeholder engagement and communication strategy** that reflects both the technical and human dimensions of AI change, tailored to the needs and concerns of various audiences.
8. **Diagnose and respond to resistance** by selecting appropriate leadership behaviors and change interventions that promote trust, safety, and forward momentum.
9. **Collaboratively develop and present a comprehensive AI change management plan**, demonstrating integration of leadership archetypes, ACMP Standard®-aligned planning, and real-world application.

Together, these objectives equip participants with the mindset, tools, and leadership agility required to lead AI transformation efforts with clarity, competence, and strategic impact.

## Interactive Experience

The course is structured as an immersive, 16-hour learning journey designed to build both strategic understanding and applied leadership capability. The course is delivered in a modular format, spanning two full days, and blends expert facilitation with hands-on, experiential learning.

Each module builds sequentially, starting with foundational insights into AI-driven change, progressing through leadership archetype development, and culminating in real-world application through case simulations and team-based planning. Throughout the course, participants are challenged to connect theory with practice and adapt their leadership style to the evolving demands of AI transformation.

**Learning Methodology:** The course applies a blended methodology based on adult learning principles, combining conceptual frameworks with action-based learning. It emphasizes reflection, application, and peer-to-peer interaction to reinforce learning in a dynamic, real-world context.

### Key Interactive Elements:

1. **Archetype Diagnostic & Reflection:** Participants begin the course by completing a self-assessment to identify their dominant leadership archetype. Facilitators guide participants through reflective exercises to explore how their archetype influences their leadership behaviors, communication style, and impact on others.
2. **Leadership Simulations:** Through structured AI transformation case scenarios, participants take on different leadership archetypes and respond to emerging challenges such as resistance, ethical dilemmas,



cultural friction, or sponsor misalignment. These simulations are debriefed to uncover leadership blind spots, biases, and opportunities for flexibility.

3. **Peer Coaching and Scenario Labs:** Small-group breakout sessions encourage peer coaching, where participants test ideas, challenge assumptions, and apply course tools to real organizational situations. Scenario labs use role play and strategic frameworks to reinforce behavior change and adaptive thinking.
4. **Strategy Mapping Workshops:** Participants collaboratively map change impact, stakeholder dynamics, and communication strategies using templates based on the ACMP Standard. These hands-on exercises link leadership behavior to structured change planning.
5. **Integration Lab: Capstone Team Challenge:** In the final module, participants work in teams to develop a comprehensive AI change strategy. Each team selects an organizational context, defines the leadership archetype mix, aligns the plan to ACMP process groups, and presents it to the class for facilitated feedback and peer critique. This capstone experience synthesizes all course content into one actionable, real-world solution.

This structured and interactive approach ensures participants leave not only with greater insight but with the confidence and practical skills needed to lead AI-powered transformation in their own organizations.

## Course Completion

Upon successful completion of the **Leading AI Transformation: The Leadership Archetypes Driving Change** course, participants receive an official *Certificate of Completion* recognizing 16 hours of advanced training in change leadership within AI-driven environments. This certificate affirms that the participant has demonstrated a strong understanding of the seven leadership archetypes, applied structured change management practices aligned with the **ACMP Standard for Change Management**®, engaged in experiential learning, and developed a comprehensive transformation strategy. It confirms their capability to lead complex organizational change with confidence, adaptability, and strategic insight.

## Instructor Profile: Rita Čiapaitė-Baublienė, CCMP™

**Rita Čiapaitė-Baublienė** is a seasoned change leader and co-founder of **CHANGE LT**, with over a decade of experience guiding organizations and leaders through complex transformation initiatives. A **Certified Change Management Professional™ (CCMP™)**, Rita brings a strategic and human-centered approach to change, blending deep expertise in complex organizational systems with a strong commitment to empowering people.



With a background in management information systems, finance, and economics, Rita is recognized for her ability to translate complexity into clarity. She works across sectors as an interim leader, strategist, and consultant supporting organizations in navigating disruption, restructuring, digital transformation, AI implementation and culture change.

Rita is known for her practical insight, facilitation excellence, and her passion for helping leaders develop the adaptive mindset and systems perspective required for sustainable change. Her work is rooted in globally recognized methodologies and built on a belief that true transformation happens when strategy, structure, and human behavior are aligned.

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