Leading Organizational Change

When Implementing AI in Projects

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ABOUT US

Loving All of You is dedicated to empowering leaders to unlock their full potential and create positive impacts in both their professional and personal lives. Our mission is to equip technical experts, from doctors and nurses to IT specialists and project managers, with the skills and mindset needed to thrive as effective leaders.

EXERCISE

7 DYNAMICS OF CHANGE

People will feel awkward, ill-at-ease, and self-conscious

People will initially focus on what they have to give up

People will feel alone even if everyone is going through the same change

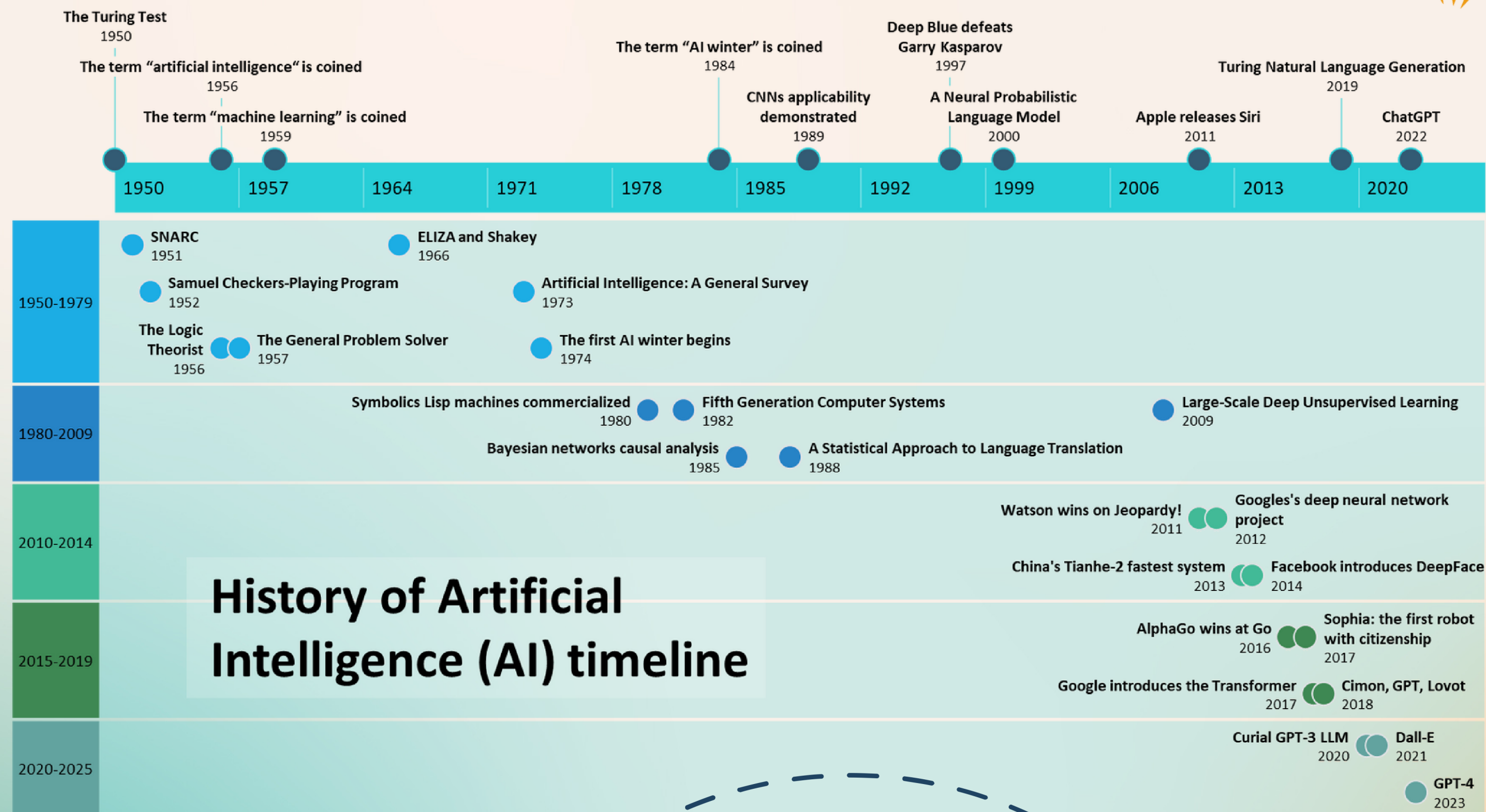If you take the pressure off, people will revert back to their old behavior.

People can handle only so much change

People are at different levels of readiness for change
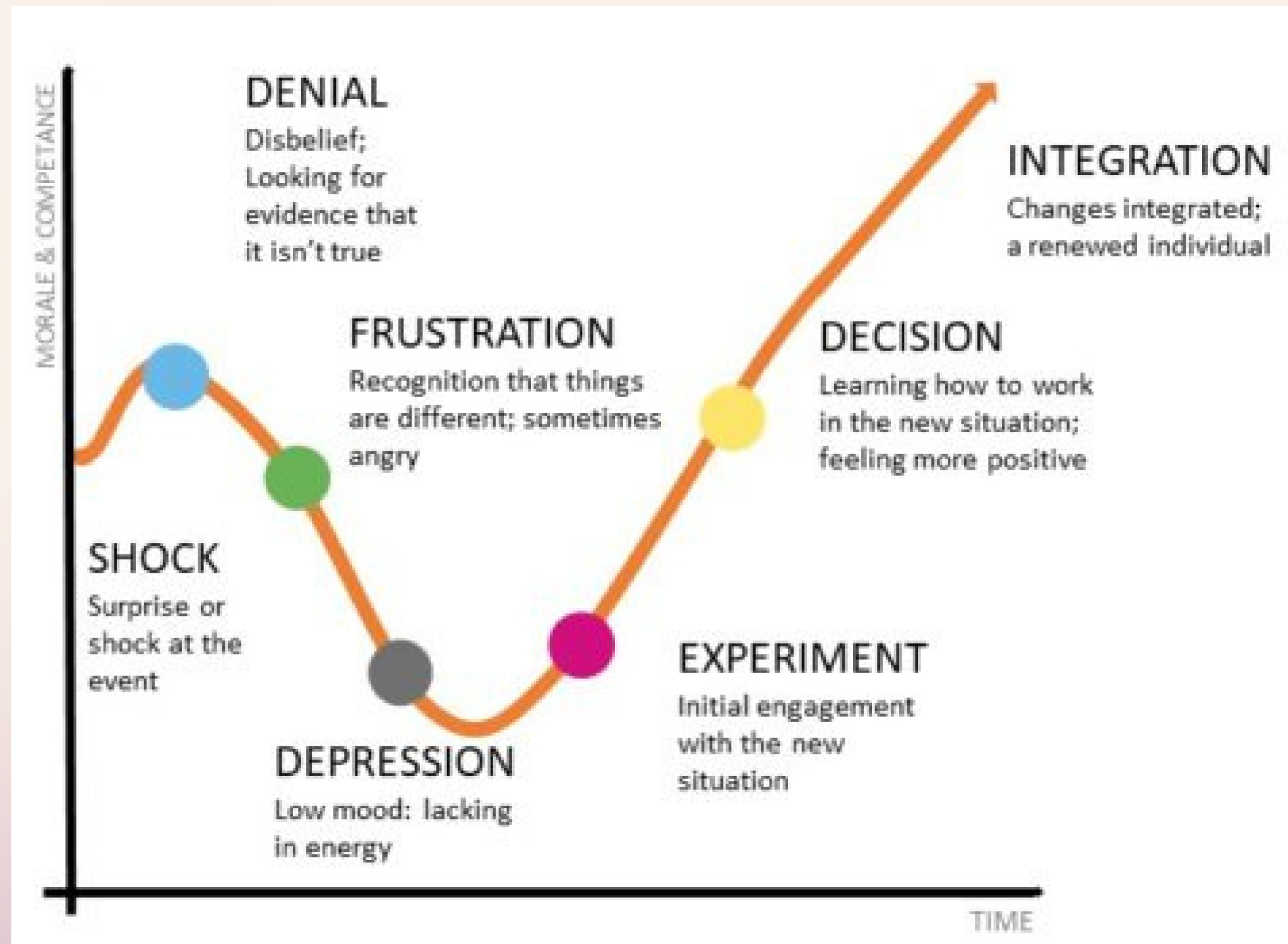
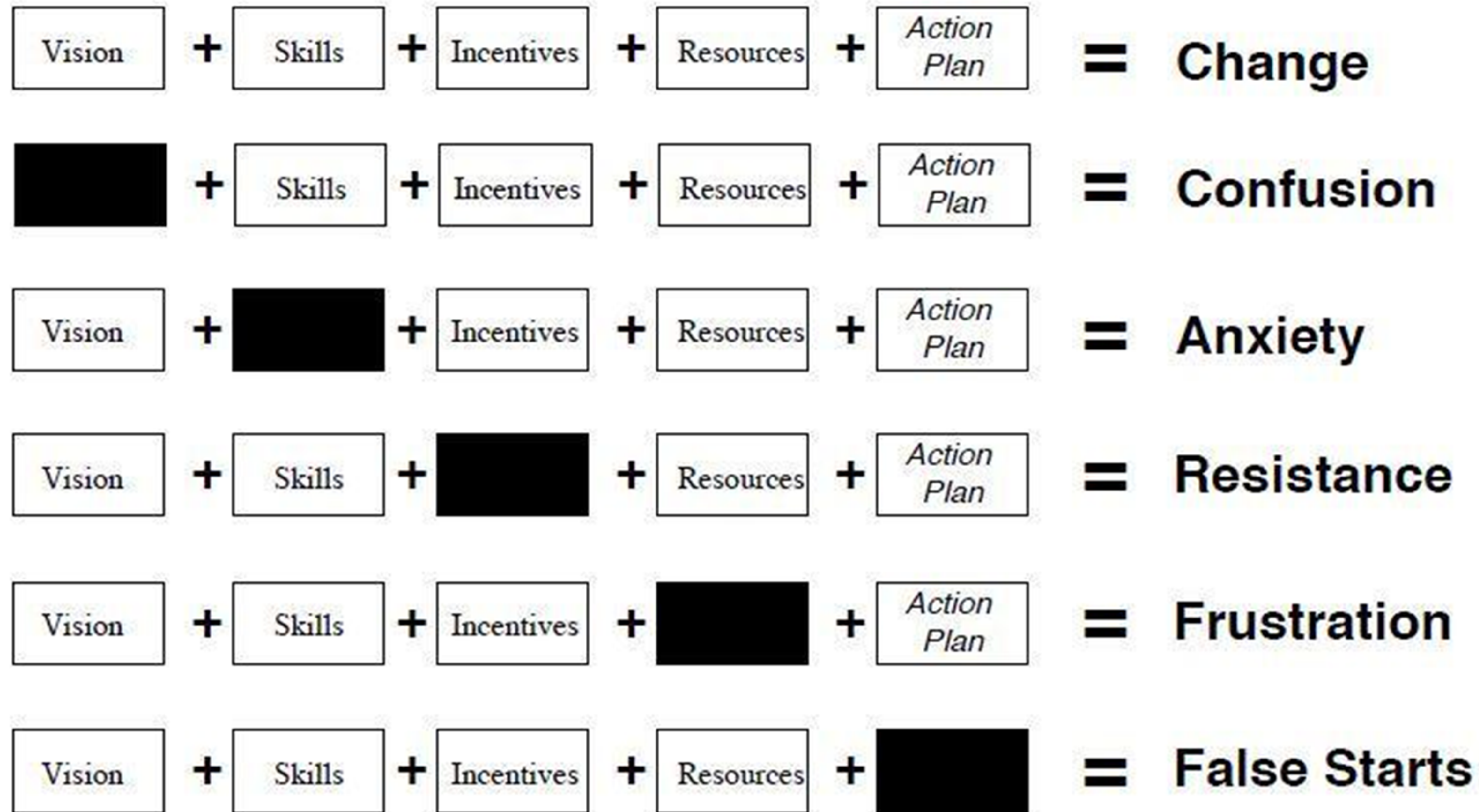People will be concerned about enough resources

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AI TIMELINE

The Turing Test
1950

The term "artificial intelligence" is coined
1956

The term "machine learning" is coined
1959

The term "AI winter" is coined
1984

CNNs applicability demonstrated
1989

Deep Blue defeats Garry Kasparov
1997

A Neural Probabilistic Language Model
2000

Apple releases Siri
2011

Turing Natural Language Generation
2019

ChatGPT
2022

| 1950 | 1957 | 1964 | 1971 | 1978 | 1985 | 1992 | 1999 | 2006 | 2013 | 2020 |

1950-1979

SNARC
1951

ELIZA and Shakey
1966

Samuel Checkers-Playing Program
1952

Artificial Intelligence: A General Survey
1973

The Logic Theorist
1956

The General Problem Solver
1957

The first AI winter begins
1974

1980-2009

Symbolics Lisp machines commercialized
1980

Fifth Generation Computer Systems
1982

Large-Scale Deep Unsupervised Learning
2009

Bayesian networks causal analysis
1985

A Statistical Approach to Language Translation
1988

2010-2014

Watson wins on Jeopardy!
2011

Googles's deep neural network project
2012

China's Tianhe-2 fastest system
2013

Facebook introduces DeepFace
2014

History of Artificial Intelligence (AI) timeline

2015-2019

AlphaGo wins at Go
2016

Sophia: the first robot with citizenship
2017

Google introduces the Transformer
2017

Cimon, GPT, Lovot
2018

2020-2025

Curial GPT-3 LLM
2020

Dall-E
2021

GPT-4
2023

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KUBLER-ROSS CHANGE CURVE

CASE STUDY

Managing Complex Change

Vision	+ Skills	+ Incentives	+ Resources	+ Action Plan	= **Change**
■	+ Skills	+ Incentives	+ Resources	+ Action Plan	= **Confusion**
Vision	+ ■	+ Incentives	+ Resources	+ Action Plan	= **Anxiety**
Vision	+ Skills	+ ■	+ Resources	+ Action Plan	= **Resistance**
Vision	+ Skills	+ Incentives	+ ■	+ Action Plan	= **Frustration**
Vision	+ Skills	+ Incentives	+ Resources	+ ■	= **False Starts**

Adapted from Knoster, T., Villa R., & Thousand, J. (2000). A framework for thinking about systems change. In R. villa & J. Thousand (Eds.), Restructuring for caring and effective education: Piecing the puzzle together (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.

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Step	Definition
Vision	What are the desired outcomes of this project, and how will you measure success?
Skills	What are the current capabilities of our staff in relation to this project, and will they require any further development or training in order to contribute to its success?
Incentives	Why this initiative is important for the organization and how it will benefit both staff and clients.
Resources	What staff, materials, equipment, and tools are required to ensure project success?
Action Plan	How will we get there? Develop a project plan to efficiently and effectively manage the project along the way.

WRAP UP
next steps

KEEP IN TOUCH!

Scan this QR code for link to download presentations and connection info!

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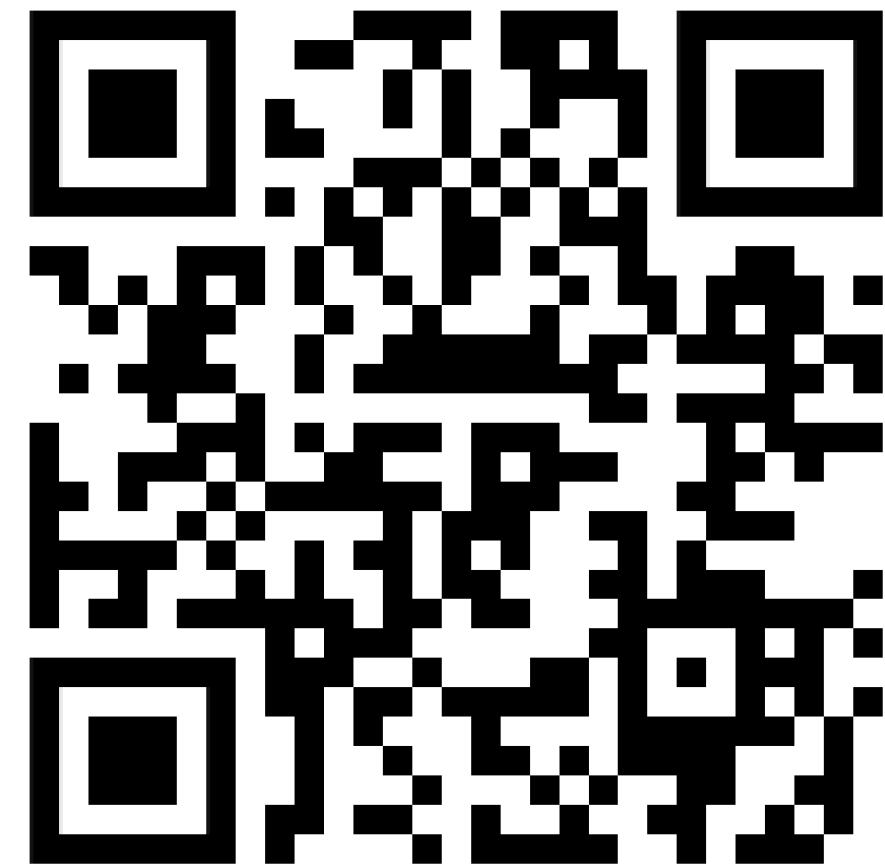
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Keeping it Ethical

Navigating AI Governance in Project Management

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AI IN PROJECT MANAGEMENT

AREAS MOST IMPACTED BY AI

Data Collection and Reporting

Performance Monitoring

Project Time Management & Scheduling

AREAS WITH LOW IMPACT FROM AI

Stakeholder Management

Project Communication

Project Budgeting

FUTURE IMPACTS

76% of professionals in the survey believe that AI will transform the project management way of working the next three years by 7 or above on a scale of 1 to 10.
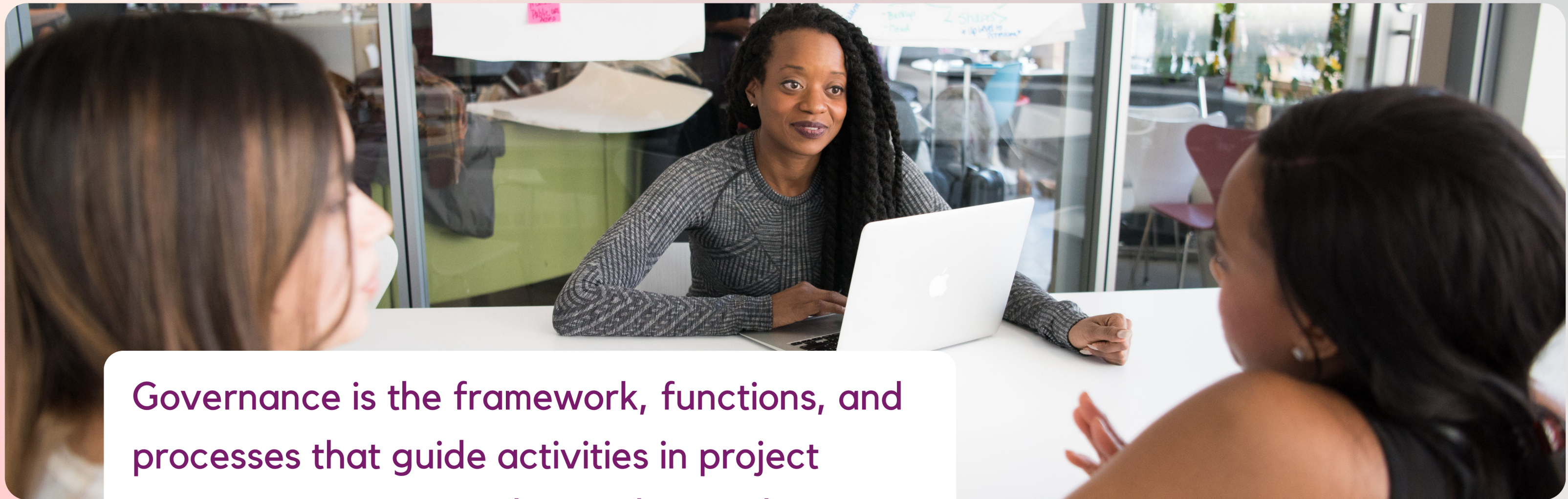
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ETHICS IN PROJECT MANAGEMENT

Ethics is about making the best possible decisions concerning people, resources, and the environment. Ethical choices diminish risk, advance positive results, increase trust, determine long-term success, and build reputations.

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PROJECT GOVERNANCE

Governance is the framework, functions, and processes that guide activities in project management. It provides guidance, decision-making, and oversight for the project's execution framework.

https://www.pmi.org/learning/library/project-governance-critical-success-9945

CASE STUDY

PMI CODE OF ETHICS

The values that the global project management community defined as most important were:
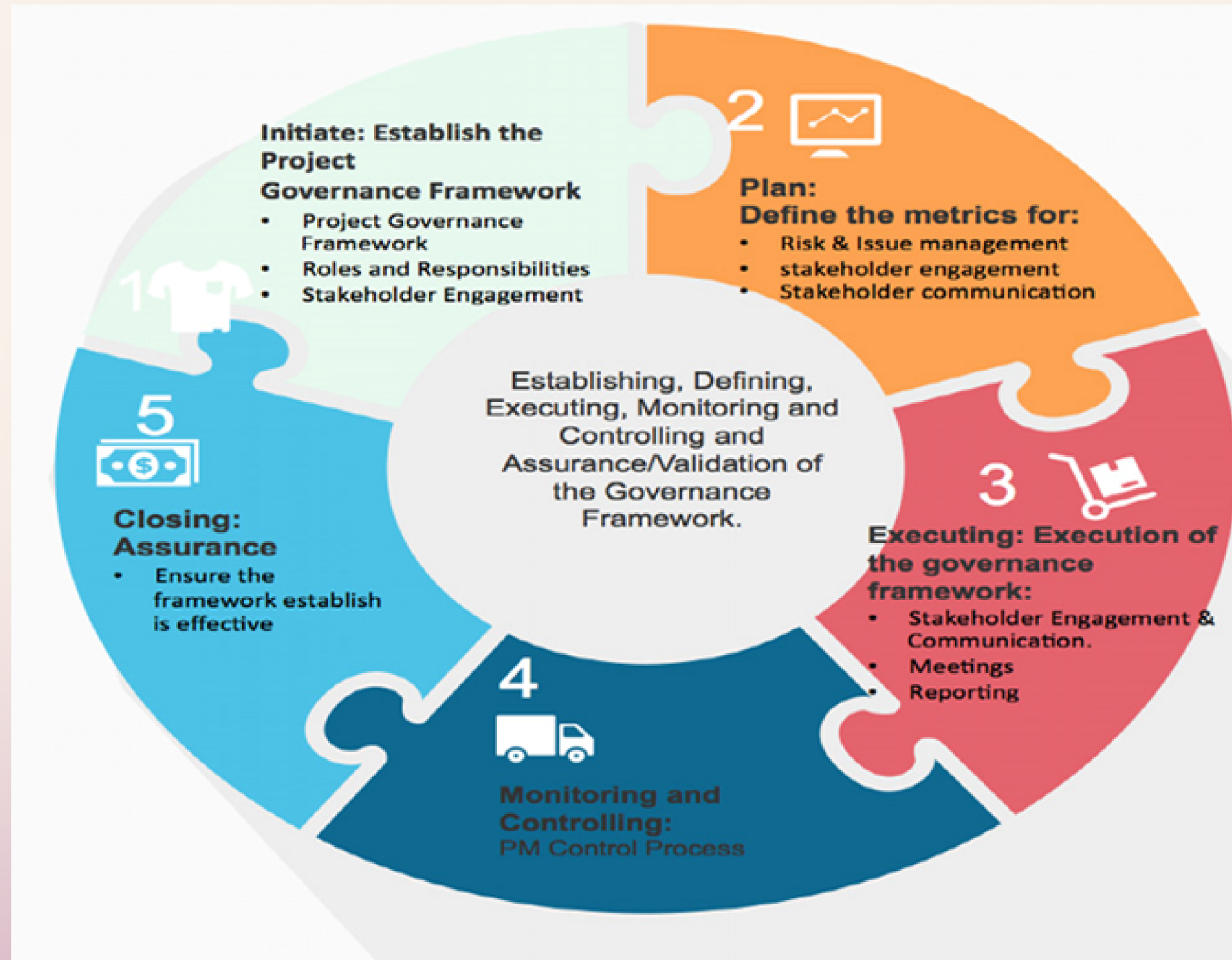
Responsibility

Respect

Fairness

Honesty

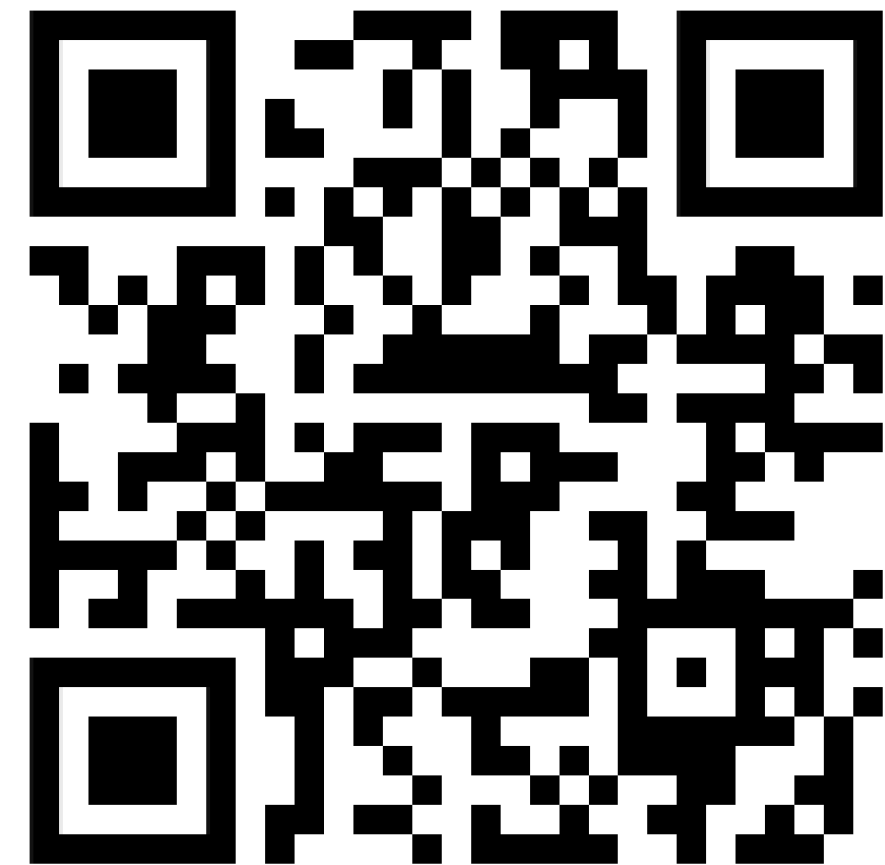LOVING ALL OF YOU

PROJECT GOVERNANCE

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WRAP UP

next steps

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