

EMPOWER Your AI Implementation: From Change Management Theory to Reality





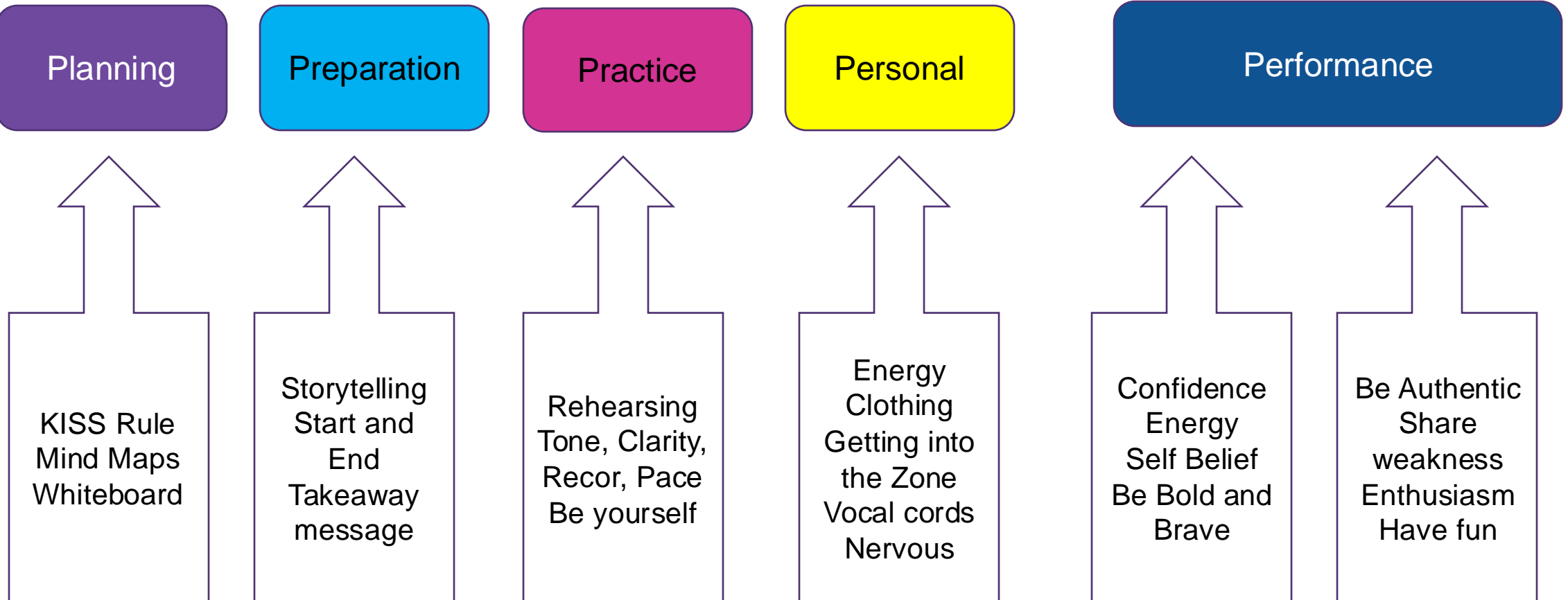


ENGAGEMENT

Six Thinking Hats



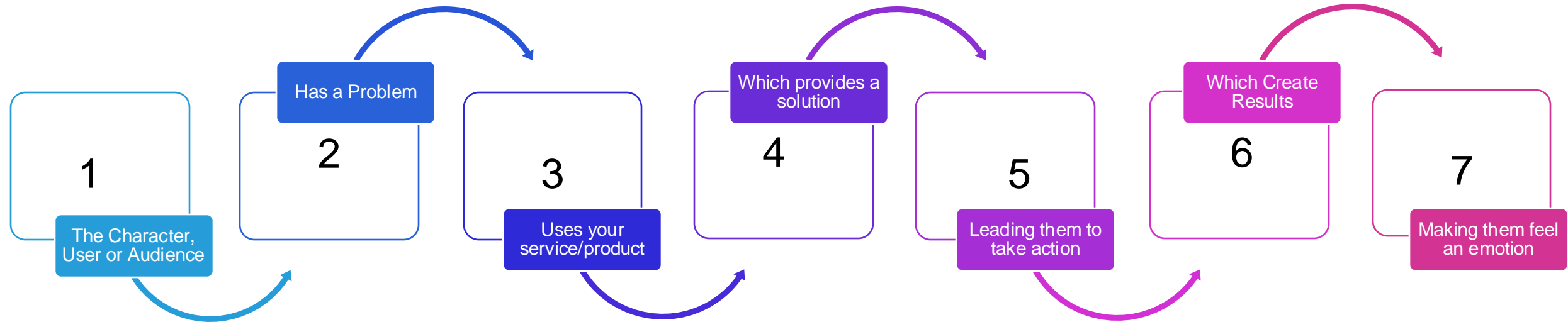
Increase your influence by Public Speaking





Create your change brand

Creating an Information Brand



Character	Recruitment Manager
Problem	Recruitment files are disorganised, not integrated with the recruitment system
Service	Collaboration platform that can link to recruitment system
Solution	Recruitment manager only needs to work in their organisation system
Action	They move recruitment files to collaboration platform that surfaces content in the recruitment system
Results	All information about recruitment processes can be found in the one place
Emotion	Relief and happiness

Slogan: "Recuitment Simplified: Where Chaos Meets Clarity, Success Follows!"



Change Management



Change management is a set of guidelines to help the people in your organisation when implementing significant change

Make it urgent



Build a team



Create a Vision

Have a plan



Get everyone excited and involved



Remove any problems





Create short term wins/goals and celebrate

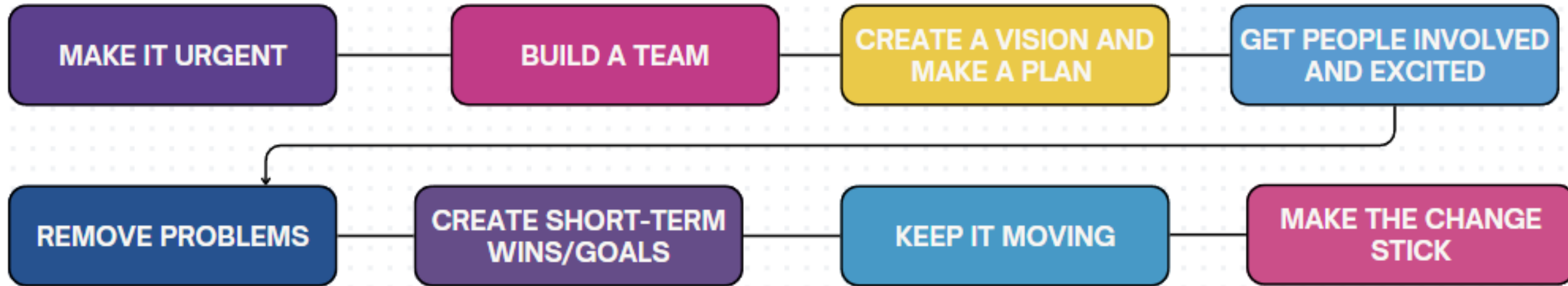
A room with a white brick wall and a large window. The floor is covered with numerous cardboard boxes of various sizes. Some boxes are stacked on top of each other, while others are scattered on the floor. The text "Keep it moving" is overlaid on the image in a large, bold, black font.

Keep it moving

A close-up photograph of a person's hands holding a red string. The string is looped and crossed in a complex, symmetrical pattern across both hands, resembling a traditional string figure or a knot. The background is a blurred, light-colored surface. A white rectangular box with black text is superimposed over the center of the image.

Make the change stick

Process for creating major change





What are the common mistakes of change management?

Being too Complacent



Not building a team

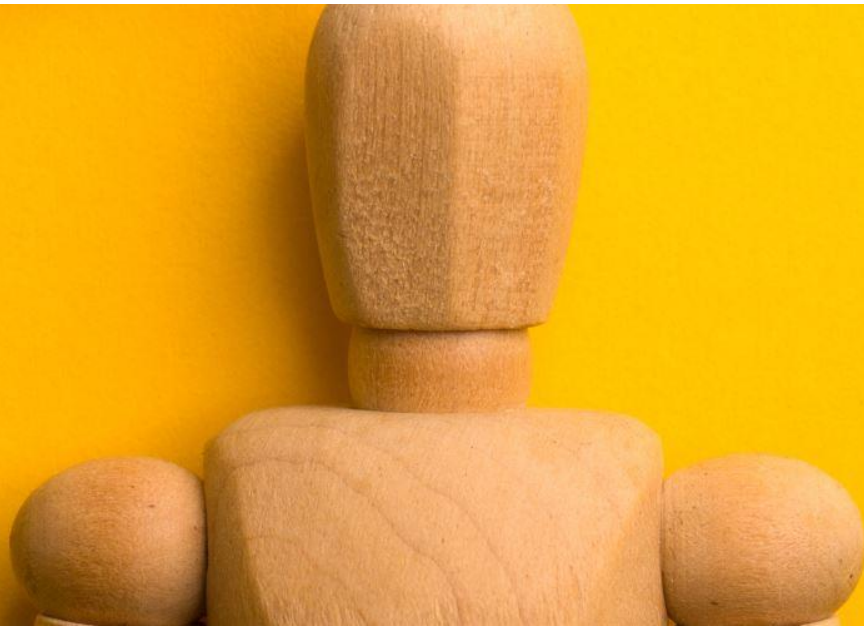




Underestimate the importance of a vision



Not communicating the vision



A series of wooden blocks arranged in a staircase pattern, ascending from the bottom left towards the top right. One block in the middle of the sequence is painted red, while the others are natural wood. A white rectangular box with black text is superimposed over the middle of the staircase, partially obscuring the red block and the white block immediately to its right.

Letting obstacles block the vision



Not achieving short term wins/goals

A close-up photograph of a hand holding a gold medal. The medal is circular with a laurel wreath border and a large number '1' in the center. A red ribbon is attached to the top of the medal. The background is a bright, clear sky with a soft light source in the upper left corner.

Declaring victory to early

A close-up photograph of a person's hands holding a small, round, woven basket. The basket is covered in intricate beadwork, featuring a central vertical band of blue beads and a horizontal band of orange and red beads. The person holding the basket is wearing a garment with a bold, geometric pattern in yellow, red, and black. The background is a blurred green, suggesting an outdoor setting.

Change isn't embedded into culture



Adapted from
Robbins et al. (2001). Organisational
behaviour: Leading and managing in
Australia and
New Zealand. (3rd ed., p. 719).
Frenchs Forest, Australia: Pearson
Education Australia.



Leadership & Management in Change



Leadership & Management



Leadership

VS



Management

Understanding the Difference



The Leader's Role



Vision, Inspire creativity



Bring the story to life




Motivate the cast and crew

Believe in the success



BOND 25
007™



007TH STAGE

The Manager

The background of the slide is a dark, high-contrast image of a gun barrel, likely from a James Bond movie. A bright red light emanates from the muzzle, creating a strong focal point. The number '007' is visible in a stylized font on the barrel.

Organise rehearsals



make sure the right props are in place



**Make sure the show runs smoothly
every**

Leadership vs Management

Aspect	Leadership	Management
Focus	People and vision	Tasks and processes
Approach	Flexible and inspirational	Structured and methodical
Goals	Growth and innovation	Efficiency and consistency

A close-up portrait of Halle Berry, looking slightly to the right with a serious expression. She has dark hair and is wearing a small, star-shaped earring.

**Leader =
Produces
change to a
dramatic degree**

BOND 25
007TM



Potential to produce extremely useful change



Production Manager - Degree of predictability and Order



Potential to maintain stability

Leadership vs Management

Aspect	Leadership	Management
Main role	Inspiring and motivating the team to reach their full potential	Developing strategies and keeping everything on track
What they do	Setting a vision, creating a sense of purpose, guiding the team towards the vision	Setting clear goals, allocating resources, creating timelines
Area of focus	People, relationships, innovation, creativity, and collaboration	Tasks, processes, and efficiency
Change Management Role	Produces change, often to a dramatic degree, and has the potential to produce extremely useful change	Produces a degree of predictability and order, and has the potential to maintain stability



Project Management

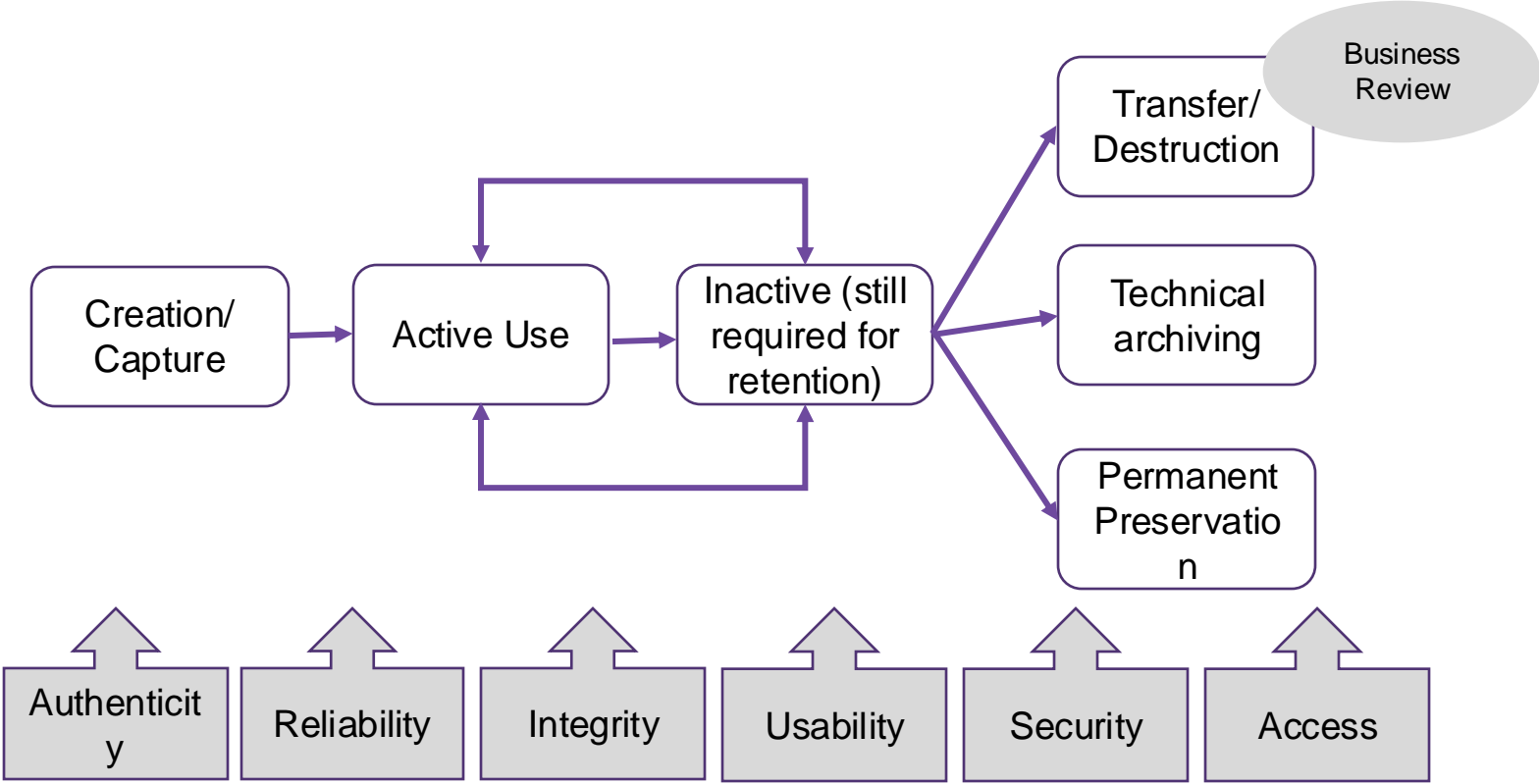


PROCESS

The background is a blurred image of a tachometer. A white needle is visible, pointing towards the right side of the frame. The scale has numbers 4, 5, and 6. A red dashed line indicates a red zone starting around 6. The text 'x1000 rpm' is visible at the bottom left. The overall image is dark and out of focus, emphasizing the text in the foreground.

Use information management as the change driver

Data minimisation or lifecycle in place



The background is a dense, overlapping collage of white rectangular cards. Each card features a large, bold number in a different color (green, purple, orange, blue, red, maroon, lime green, dark blue, etc.) and a day of the week or month in a smaller, black, sans-serif font. Some visible text includes 'MARCH TUESDAY', 'JANUARY THURSDAY', 'APRIL WEDNESDAY', 'MARCH DAY', 'FIBER DAY', 'TUESDAY', 'TUESDAY', 'AUGUST SUNDAY', 'DECEMBER TUESDAY', 'NOVEMBER MONDAY', 'JUNE MONDAY', 'SEPTEMBER FRIDAY', and '24'. The cards are layered in a way that creates a sense of depth and movement.

Retention and disposable is in place

A photograph of a beach littered with numerous discarded plastic water bottles. The bottles are scattered across the dark sand, some lying horizontally and others at an angle. The background shows the ocean under a heavy, overcast sky with dark, swirling clouds. The overall mood is somber and highlights environmental pollution.

AI gives you good information not rubbish

A white lanyard with a silver metal clip and a blank white rectangular tag, set against a yellow background. The lanyard is coiled on the left, and the tag is on the right. A white rectangular box with black text is overlaid in the center.

Sensitivity labels in place

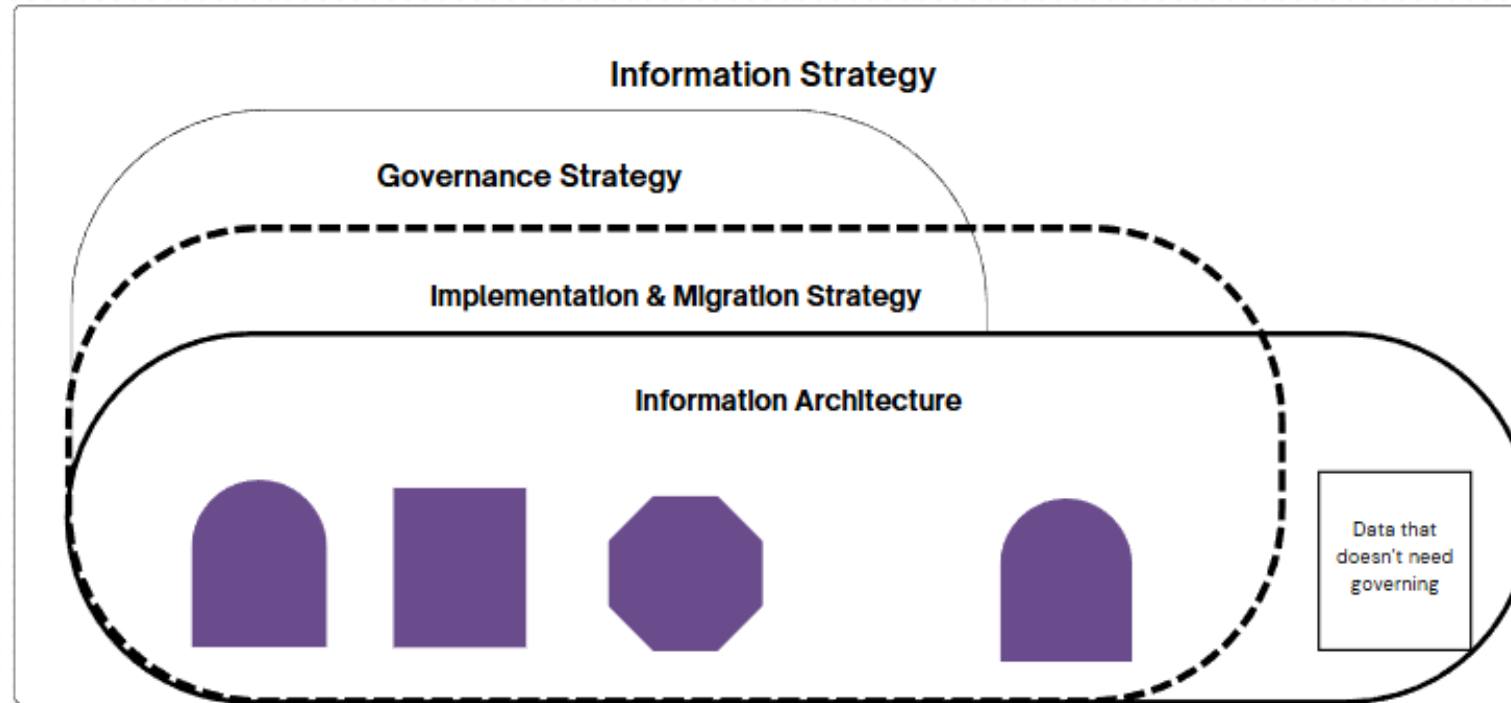


ROT is viewed and assessed



The image features a decorative background with a light blue and white floral pattern, including several butterflies. In the foreground, an open book is shown, with its pages displaying the same decorative pattern. The book is open, and the pages are slightly curved, suggesting it is being read or handled. The overall style is artistic and elegant.

Making sure your IA is sound



Search doesn't have the same speed– the risk increases.



A close-up photograph of a multi-well plate, likely used in laboratory settings for DNA microarrays or high-throughput screening. The plate is made of clear plastic and contains several circular wells. The background is a blurred, colorful pattern of red, blue, and yellow horizontal lines, suggesting a digital or data-driven environment. A white rectangular box is overlaid on the left side of the image, containing the text "AI is search on steroids" in bold black font.

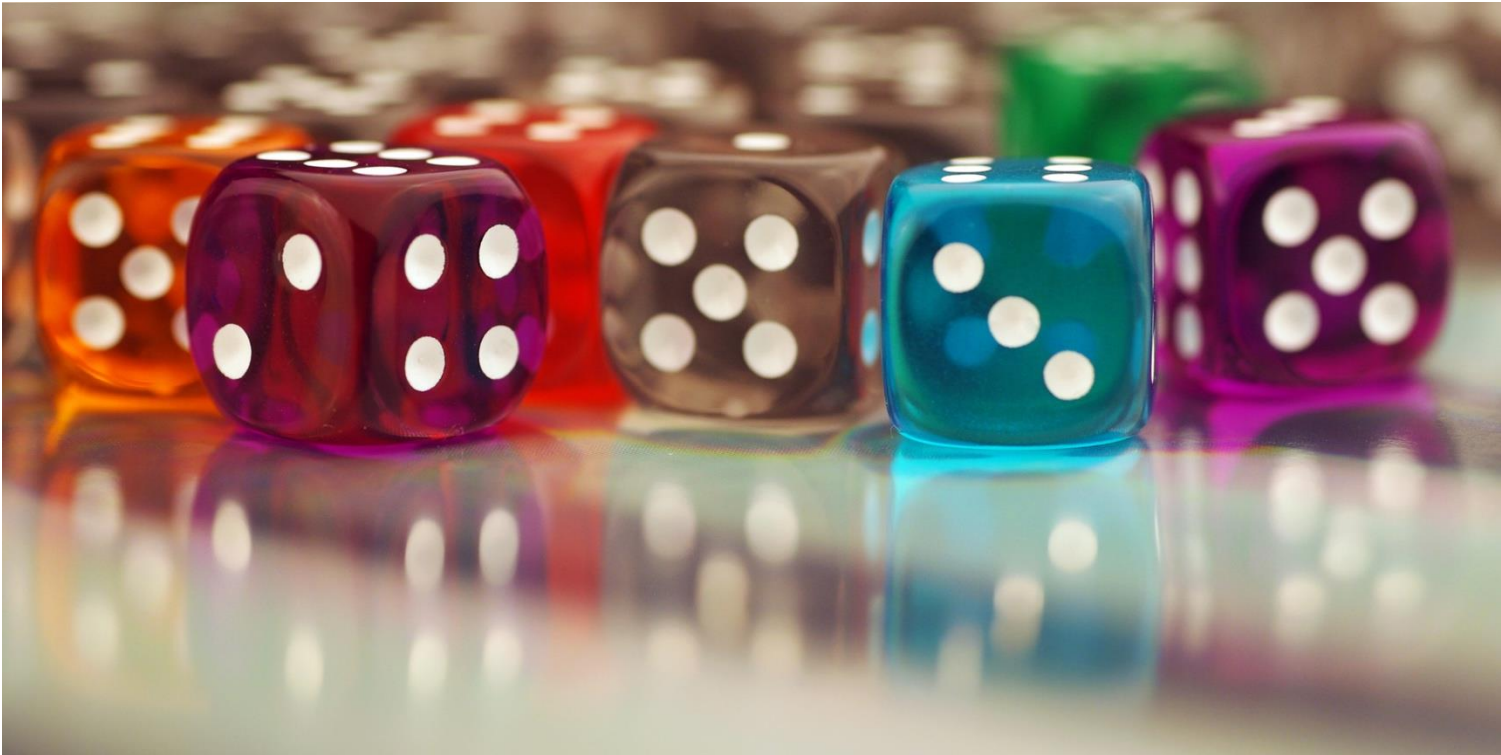
AI is search on steroids



Assess the risk at turning on AI

Information Management Risk

Ref No	Information Asset Name	Information Asset owner	Date of assessment	Threat considered	Existing controls to counter the threat	Likelihood of threat score (1 - 5)	Potential Impact(s)	Existing controls to reduce the impact	Impact core (1-5)	Risk score likelihood x impact)	Actions planned to reduce risk	Residual risk	Date of the next ssessment
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	Likelihood				
Impact	Rare 1	Unlikely 2	Possible 3	Likely 4	Certainty 5
Negligible-1	1	2	3	4	5
Minor-2	2	4	6	8	10
Moderate-3	3	6	9	12	15
Major-4	4	8	12	16	20
Catastrophic-5	5	10	15	20	25



OVERSIGHT

A blue ballpoint pen with a silver-colored tip and clip is positioned diagonally across the frame. It rests on a document featuring a bar chart with several blue bars of varying heights. The background is a light blue grid. A white rectangular box is superimposed over the center of the image, containing the word 'Reporting' in bold black text.

Reporting

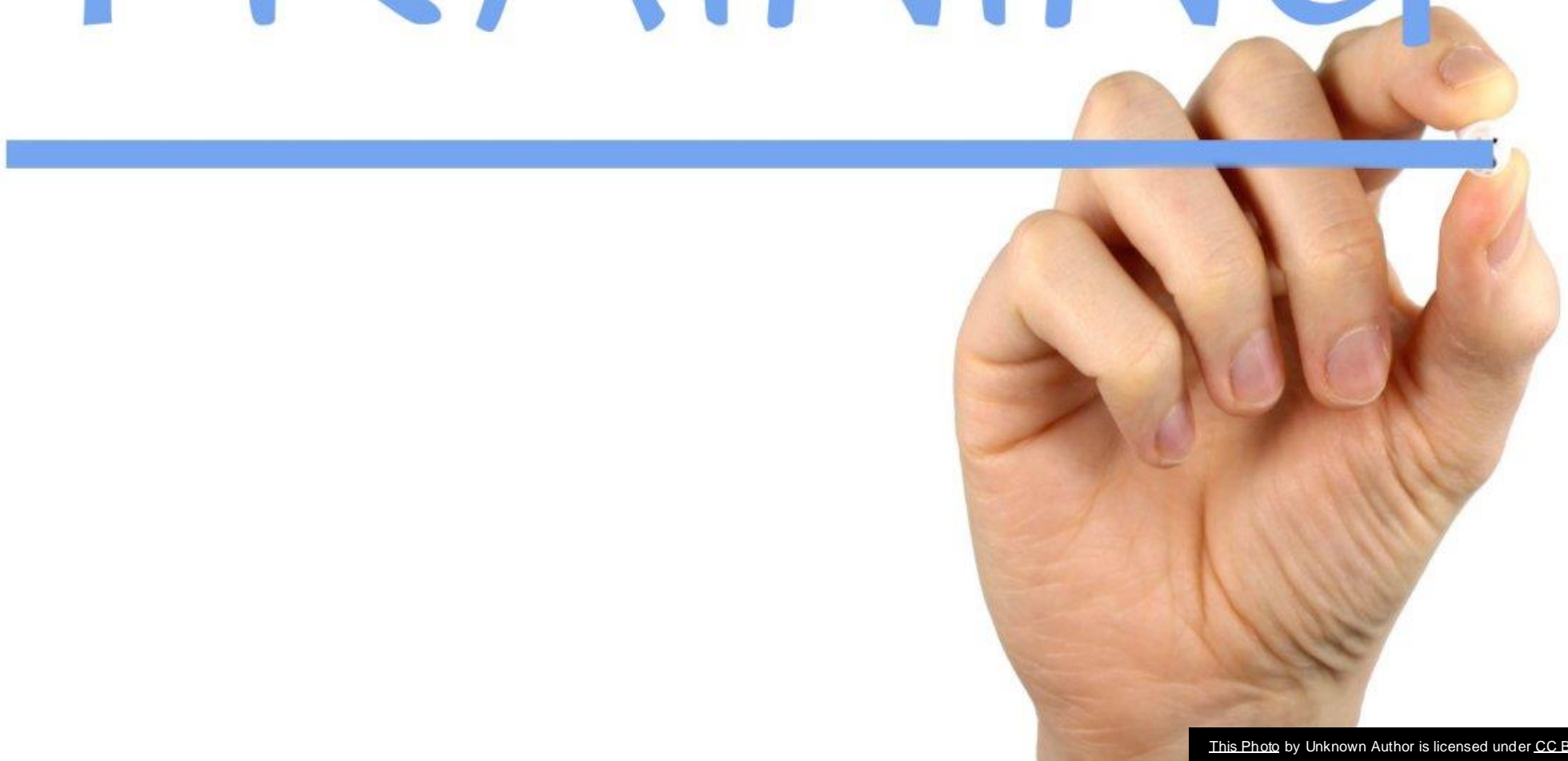
A group of people in business attire are seated around a large conference table, engaged in a meeting. The scene is dimly lit, with light coming from the left, creating a professional and focused atmosphere. The word "Audits" is overlaid in a white box in the center of the image.

Audits



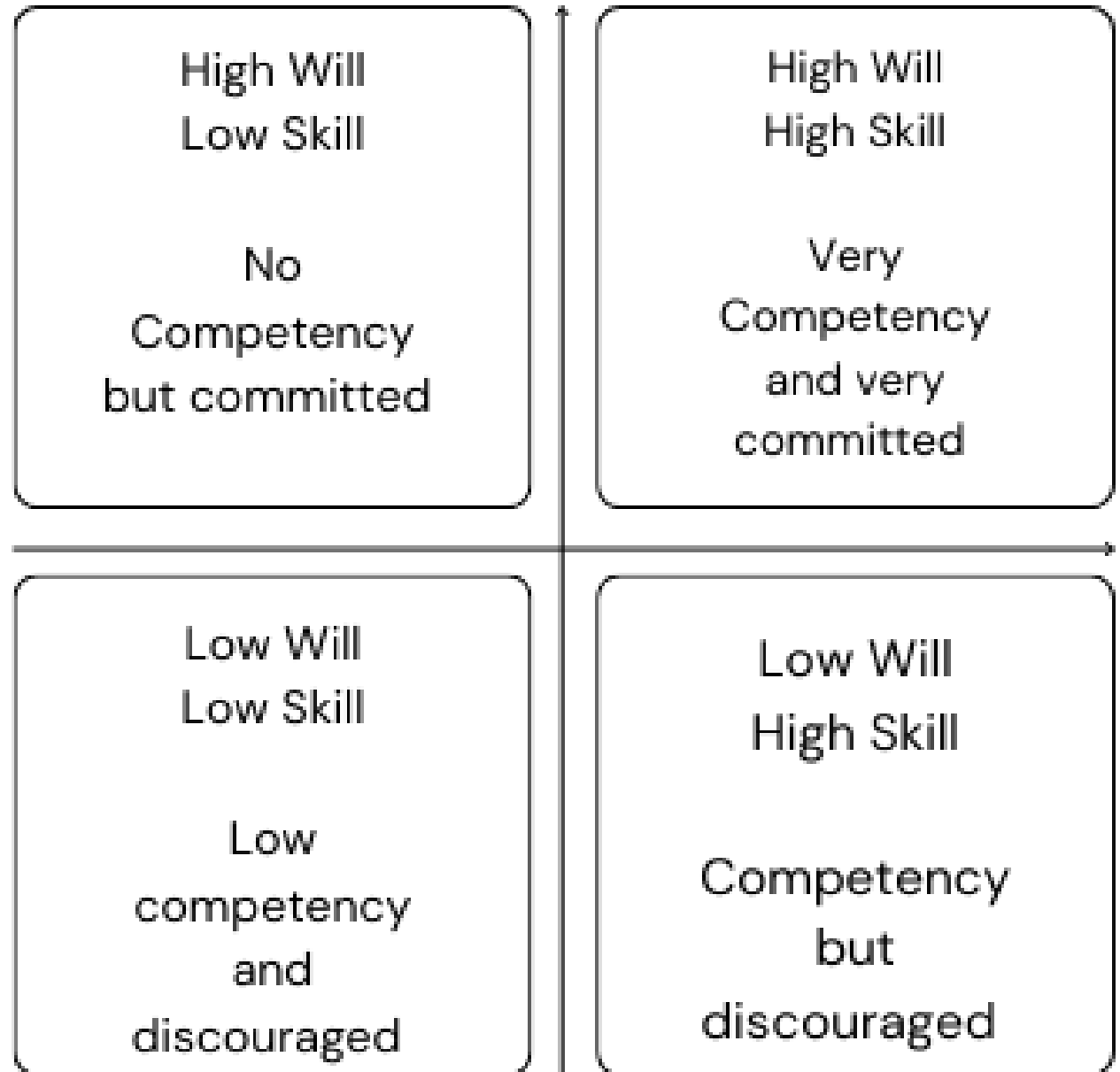
WORKFORCE

TRAINING





Skills and Will Matrix



Example

Role	High skill, high will	High skill, low will	Low skill, high will	Low skill, low will
Information Leader	Excels in strategic planning and team leadership. Motivated to drive innovation and efficiency.	Highly skilled in information management but lacks motivation due to burnout or lack of challenge.	Eager to learn and improve but needs training in advanced information management techniques.	Struggles with both skills and motivation. Needs significant support and guidance.





Your profile

You

You^{Them}

You^{You}

You^{(You+1)!}

You^{Everywhere}

You²

You^{Anywhere}

You^{OMG}

YouTM

You^{Everything}

You^{Anything}

**You are your Profile –
make yourself stand out**



Networking

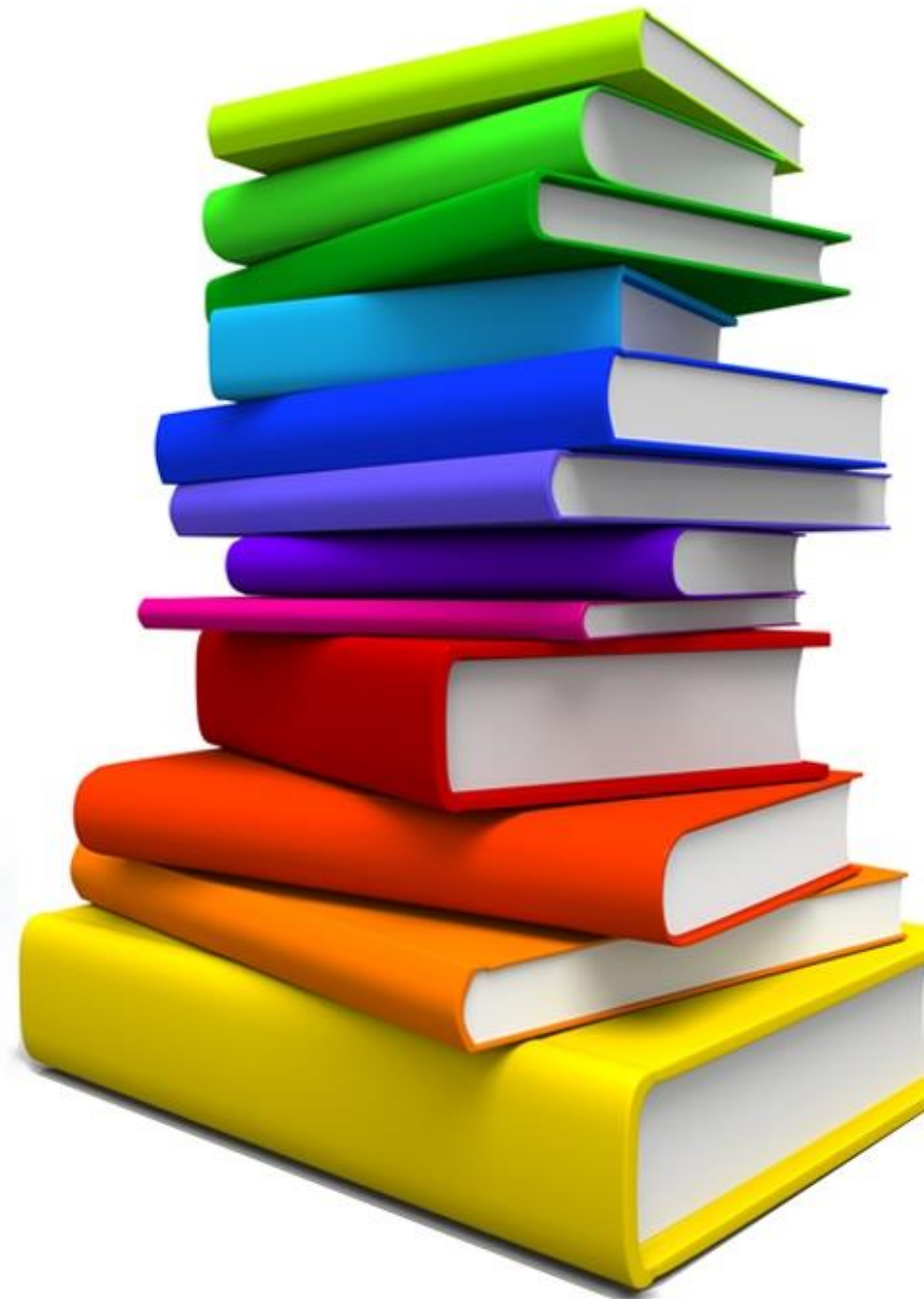
A woman with dark curly hair, wearing a white short-sleeved shirt and a plaid skirt, stands and points at a large whiteboard. She is addressing a group of people seated at a long wooden table. In the foreground, the back of a woman's head with dark hair is visible on the left, and a woman with blonde hair is seen in profile, looking towards the presenter. Another woman with dark hair is seated on the right, also looking towards the whiteboard. The room has a green chalkboard in the background and various papers and a glass of water on the table.

Pitch yourself

Who you are, what you do and what you want to achieve



Blogs, social media and journals



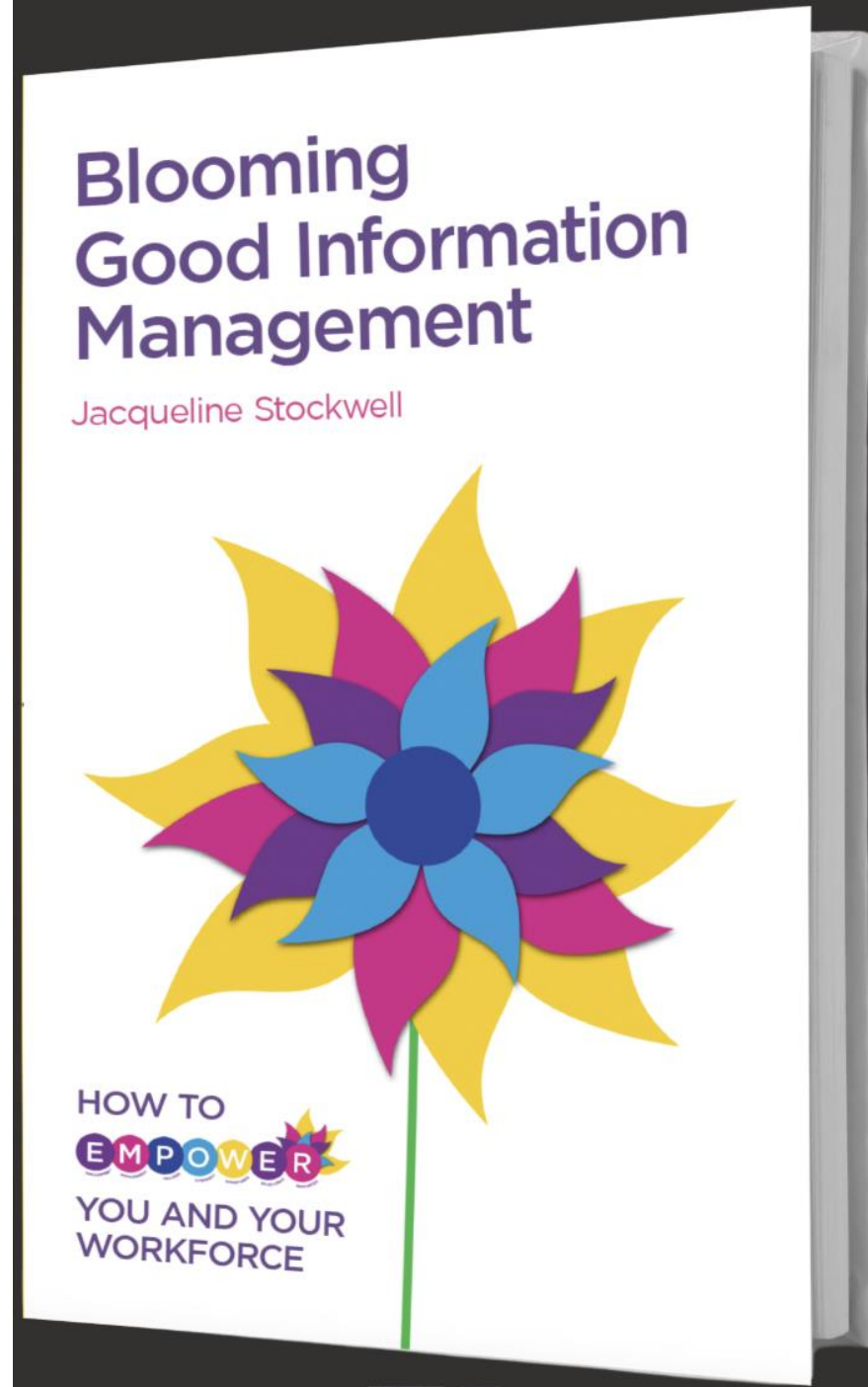


RESOURCES

Case Study



Pre – release
copy



The Leadership Through Data EMPOWER Scorecard

Do you want to EMPOWER yourself and your organisation?

Complete this Scorecard to test where your personal strengths and weaknesses are and where you should focus your information management efforts in your organisation.

Take the test



Scan for the Empower scorecard

[The Leadership Through Data EMPOWER Scorecard](#)



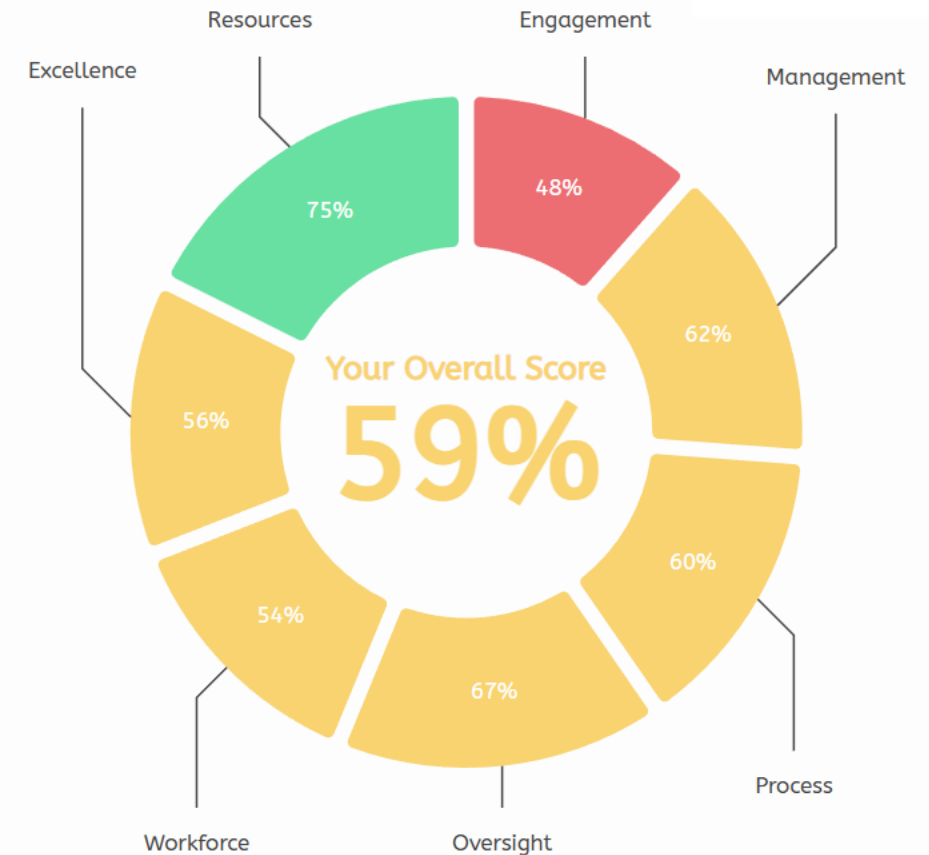
Let's see how you've scored...

It looks like you're doing ok Jacqueline Janice Michelle, but there are some areas for improvement.

In the section below we've expanded on each of the 7 categories that made up this assessment so you can gain valuable insights that are fit for where you are right now.

Take a look through each and consider ways you can improve your knowledge in each of these areas so that you can work towards becoming an empowered information manager.

● Needs some help ● Doing OK ● Looking good!





Engagement

Communication and negotiation training, public speaking, storytelling techniques, and personality types to enhance soft skills.



Management

Leadership and management skill sets, creative problem-solving, and change management.



Process

Compliance training, information management strategies, and business classification schemes.



Oversight

Business cases, reporting mechanisms, and risk and value frameworks.



Workforce

Growth mindset, high-performing teams, time management, and professional development.



Excellence

Personal belief systems, international standards, growing your own profile and gratitude and growth.



Resources

High-quality resources and training courses to enhance processes and improve efficiency.

VIRTUAL TRAINING WORKSHOPS

Hands-on learning from industry experts to master Microsoft 365, governance, AI, and more. Gain practical skills and stay ahead in the evolving world of information management.

EXPERT-LED TRAINING

SCAN
ME!
»»



Take away message



Change management is a set of guidelines to help the people in your organisation when implementing significant change

Closing



Any Questions?



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