

# Leading the AI-Native Organization

**Build the confidence to lead and invest wisely in the age of AI**

A practical, 1-day AI-Native leadership lab on how to translate AI ambition into strategy, investment discipline, and sustainable results.



## The Challenge

Leaders are being asked to fund, govern, and accelerate AI initiatives—but often without the clarity or fluency to make confident, high-stakes decisions.

At the same time, organizations look to these same leaders to set direction, establish guardrails, and guide the enterprise through the shift to AI-driven ways of working.

Most leaders aren't struggling with the technology itself—they're struggling with how to lead their organization effectively in the age of AI:

- How to prioritize what's strategically meaningful versus hype
- How to set budgets and governance that don't slow progress or invite risk

- How to shape a culture that embraces AI rather than fears it
- How to build a realistic path toward an AI-Native operating model—across strategy, workforce, data, technology, and governance—without chaos or waste

This course gives leaders the fluency, shared lexicon, and operating-model frameworks to guide both the organizational and technology shifts required for AI—helping them make smart investment decisions and commit to a 30-60-90 day AI-Native leadership roadmap.



## Who It's For

- C-suite executives, Directors, VPs, and senior leaders who oversee teams, budgets, or transformation programs
- Business unit leaders, PMOs, and transformation sponsors seeking to align AI initiatives with strategy and P&L impact
- Anyone who must evaluate, approve, or manage AI initiatives across the enterprise

## What You'll Learn

### 1. The Landscape, Lexicon & AI-Native Opportunity

Move beyond the hype to focus on business logic and P&L impact. You will build a shared executive AI lexicon (LLMs, GenAI, RAG, agents) and diagnose your organization's AI-Native maturity—across strategy, workforce, governance, data, platforms, culture, and agility—to establish an honest baseline for transformation.

### 2. Governance & The “Standard of Care”

Realistically assess your exposure to the “Three Buckets of Risk”: Legal (Hard Lines), Operational (Silent Killers), and Brand (Trust Eroders). You will define the specific guardrails, ownership, and “human-in-the-loop” workflows required to build a defensible, compliant, and ethical AI

capability—and commit to the first 90 days of your Responsible AI Governance & Risk Plan that enable your highest value AI initiatives.

### 3. The Human Factor, Workforce & Leadership

Learn how to pivot your workforce from passive “users” of tools to active “creators” of value. You will define who must become AI-Native first, shape a workforce upskilling plan (including AI-Native Foundations and AI-Native Change Agents), and explore how to model human-centric AI leadership and culture—while identifying agility barriers in your current planning and funding practices.

### 4. Infrastructure, Data & Enabling Capabilities

Shift the technology discussion from features to capital allocation. You will evaluate the critical trade-offs between “Walled Gardens” (buy) and “Open Frontiers” (build), align on “good enough to start” platforms, and understand why Curated Data and Operational AI Technology are the primary ceiling on your AI-Native performance.

### 5. The AI Money Map & AI Leadership Roadmap

Translate strategy into action by building your AI Money Map—a value-ranked portfolio of AI initiatives linked to clear P&L hypotheses. You will leave the session with a unified 30-60-90 day AI leadership roadmap that names owners, accelerates a focused set of high-value initiatives, and explicitly pauses lower-value work.

## Course Structure

**Duration:** 1 day

### Delivery Options:

- Single-day immersive, in-company working session (ideal for onsite executive teams)
- Modular sessions: 2 separate ½-day blocks (ideal for distributed leadership groups)

**Format:** Facilitated, highly interactive, enterprise-contextual—designed as a working session, not a lecture

## Key Outcomes

- Confidently fund and govern AI programs, grounded in a shared AI lexicon for leaders, and aligned with a clear AI Strategic Intent
- See your business through an AI-Native Organization heatmap, exposing the most critical gaps in strategy, workforce, governance, data, technology, culture, and agility
- Align AI investments with measurable business outcomes using an AI Money Map, a pragmatic Responsible AI Governance & Risk Plan, and prioritized data/platform investments
- Lead teams through AI-driven transformation with clarity via a 30-60-90 day AI-Native Leadership Roadmap and a concrete workforce upskilling and Change Agent plan

## Why Scaled Agile?

With more than **2.5M professionals trained across 50+ countries**, Scaled Agile is the trusted leader in enterprise transformation.

Our AI-Native Training Series—including **AI-Native Foundations, AI-Native Change Agent**, and this executive leadership lab—applies that same proven system to help organizations safely integrate AI into strategy, governance, and execution, so leaders can turn potential into performance.

## Next Steps

**Transform your leadership for the AI era.**

Learn more at <https://www.iconagility.com/training/class/1170> or contact your ICON account manager: [info@iconagility.com](mailto:info@iconagility.com)

