# Cloud Sparks Change Management for an AI Mindset on Google Training

Duration: **3 Day**

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## Overview

This course provides leaders and change agents with the structured frameworks and psychological insights necessary to drive a successful organizational shift toward Agentic AI. It moves beyond technical deployment to focus on diagnosing organizational readiness, mitigating adoption friction, and building a sustainable enablement ecosystem.

Learners will explore the psychological 'friction forces' that stall AI transformation, such as identity threats and trust defi cits, and learn to replace them with an empowerment narrative that emphasizes human augmentation over replacement. Through a series of practical modules and real-world scenarios, participants will learn to map stakeholder archetypes, design behavioral activation sequences, and establish a formal change governance loop to map behavioral indicators to tangible business value.

## Prerequisites

We recommend that attendees of this course have:

- No prior change management experience required.
- This course is a direct companion to the Organizing for Success on Google Cloud: Building Your AI Center of Excellence Spark.
- Assumes good business acumen.

### Target Audience

This course is designed for:

Primary Audience:

- Transformation and enablement leads: Change management professionals and CoE specialists responsible for the methodology and high-level execution of AI readiness.
- Strategic talent partners: HR and L&D leaders overseeing reskilling pathways and supporting employees through AI-driven workforce transitions.

Secondary Audience:

- Narrative and communication leaders: Marketing and comms heads responsible for crafting the organizational AI story and managing stakeholder interest.
- Operational people managers: Leaders at the front lines who must manage team anxiety, ensure psychological safety, and integrate AI into daily workflows.

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## What You Will Learn

By the end of this course, learners will be able to:

- Analyze the psychological and operational friction forces of AI transformation to diagnose organizational readiness.
- Apply a structured change management framework to shift employees from awareness to behavioral advocacy.
- Design an AI literacy and upskilling ecosystem that addresses workforce capability gaps.
- Evaluate change program effectiveness by mapping behavioral leading indicators to business value and establishing a formal change governance loop.