

The background of the slide features a dark grey or black field with numerous thin, curved lines in various colors including blue, green, yellow, orange, and red. These lines sweep across the frame in a dynamic, non-linear fashion, creating a sense of movement and complexity.

Ready or Not: Adapting to AI and the Future of Organizations

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What is the bigger challenge right now?

Option A

Learning the
technology.

VS

Option B

Helping people
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THE VERDICT: AI adoption is not a technology rollout. It is a change process. Change is emotional before it is technical.



How have you seen resistance show up?



What are you doing to address resistance?

Resistance is a form of self-protection.

Organizations don't resist AI. People resist specific threats to their stability.



Uncertainty

What happens to my role?



Loss of Competence

I used to be an expert;
now I'm a novice.



Unclear Expectations

What does 'good' look
like now?

Most resistance is not defiance, it is self-protection.

Three Human Shifts Leaders Must Manage

To navigate adoption, we must recognize what is changing in the daily workflow.



SHIFT 01

The Emotional Shift

From Familiar → Uncertain



SHIFT 02

The Structural Shift

From Role-Based → Judgment-Based



SHIFT 03

The Cultural Shift

From Individual Competence → Collective Learning

Shift 01: From Familiar to Uncertain

Tasks and pace are changing, leading to an internal crisis:
“How good am I at my job?”

The Symptoms

- Anxiety about professional relevance.
- Quiet fear of replacement.
- Hesitation to ask questions.

REFLECTION

Where do you see people going quiet instead of curious?

Shift 02: From Role-Based to Judgment-Based Work

AI changes what gets done, but more importantly, it changes what people are responsible for thinking about.



Old Way (Execution)

- Routine Execution
- Creating Volume
- Delivering Output



New Way (Judgment)

- ● Decision-Making & Interpretation
- ● Reviewing Quality
- ● Explaining Decisions

The Leadership Gap

Many people were hired for execution, not judgment. *Where are you asking for more judgment—but not naming it?*

Shift 03: From Individual Competence to Collective Learning

In an AI-shaped workplace, competence isn't knowing, it is learning.

Required Leadership Behaviors

- Saying 'I don't know yet' comfortably.
- Encouraging shared experimentation.
- Reducing shame around not being fluent in new tools.

What would change if learning was treated as part of the job—not something extra?



What do you want leaders to do most when it comes to AI adoption and implementation?

Action Plan: Communication Strategy

01. Name What's Changing (Out Loud)



Why

Silence breeds anxiety. People fill gaps with worst-case stories.



Do

Talk about AI even when answers aren't final. Normalize adjustment time.

02. Separate Tools from Expectations



Insight

Using AI doesn't eliminate accountability—it changes it.



Do

Clarify what AI can assist with vs. where human judgment is required.

Define what still needs review, explanation, or approval.

Action Plan: Cultural Standards

03. Redefine “Good Work”

The Question

If AI handles part of the task, how do you define excellence now?

The Shift

- Move value metrics from Speed → Quality
- Output → Insight
- Completion → Communication

04. Build Psychological Safety

The Risk

If people are afraid of looking behind, they will fall behind.

The Fix

Encourage questions without consequences and prioritize curiosity over comparison.

The Scenario: A Team in Transition

Context: A team starts using AI to speed up reporting. Deadlines improve, but tension grows.



The Enthusiast

Embraces the tool immediately.



The Avoider

Ignores the tool quietly.



The Secret User

Uses the tool but doesn't disclose how.

The Result: Uneven workflows and unspoken resentment.

Deconstructing the Scenario

The Diagnosis: This isn't a tool problem. It's a transition problem.



The Analysis

- ✓ **What is the real issue?** Lack of shared expectations.
- ✓ **What assumptions are being made?** That speed equals quality; that everyone learns at the same pace.
- ✓ **What needs clarification?** How the work should be done, not just when it is due.

The ADAPT Check: A Human-Centered Leadership Tool

A

Acknowledge the change (Say what's different).

D

Define expectations (Clarify what AI supports vs. replaces).

A

Assess skills & confidence (Identify who needs support).

P

Practice learning out loud (Model curiosity as a leader).

T

Talk early and often (Don't wait for certainty).

The Future of Work Arrives Through People

AI readiness isn't about being early or late—it's about being intentional. The future isn't arriving all at once, but it is arriving through your team's ability to adapt.

“Readiness isn't technical. It's relational.”



AI will keep evolving.
Our responsibility is helping
humans evolve with it.

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