

Agentic AI and the Future of Leadership & Organization

A 10-Module Live Online Executive Certificate Program

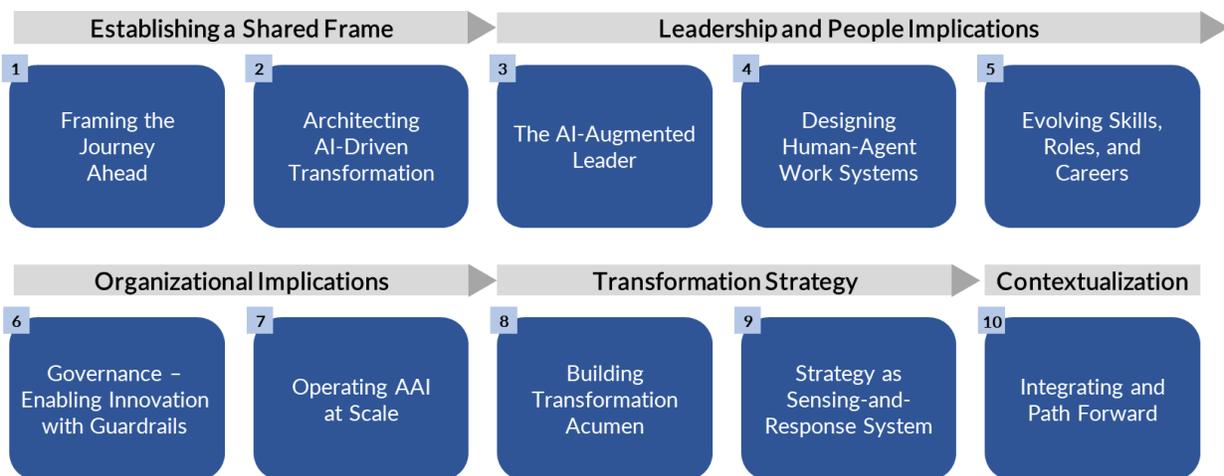
Detailed Session Outline



Every Thursday Live on Zoom
08:00 am – 10:00 am PST
17:00 – 19:00 CET

In collaboration with [b/uegain](#)

The modules of the program are designed as a coherent progression rather than a collection of standalone topics. They flow naturally from a foundational understanding of Agentic AI to the alignment of leadership, organization, and strategy for enterprise-wide integration.



Session 1 – Framing the Journey Ahead (April 16)

This opening module establishes a shared foundation for understanding how Agentic AI is fundamentally reshaping leadership, work design, and organizational structure. We will explore what makes agentic systems different from previous automation waves and map the territory they’ll cover in the modules ahead. The session creates space for participants to introduce themselves, share their organizational context, and surface the most pressing questions and challenges they bring to the learning experience.

Key Questions We Will Explore

- What defines “Agentic AI” and how does it differ from earlier forms of automation and AI?
- What are the fundamental shifts in organizational capability, structure, and leadership this technology demands?
- Where are participants and their organizations currently experiencing the impact of agentic technologies?
- What shared language will help us navigate complexity and communicate across our organizations?

Session 2 – Architecting AI-Driven Transformation

This module provides leaders with a comprehensive framework for understanding how AI, data, and breakthrough technologies are reshaping the competitive landscape and redefining the foundations of organizational transformation. Participants examine the exponential growth of data, the rise of scalable AI architectures, and the strategic role of use cases as building blocks of AI-driven transformation at scale.

Through case studies and executive-level decision frameworks, you will learn how to architect the logic, speed, and scalability of AI adoption within your organizations. The session emphasizes that AI is not merely an efficiency enhancer, but a strategic lever to reimagine value creation, redesign operating models, and influence the economic dynamics of entire industries, based on deliberate choices about integration, investment, and scale.

Key Questions We Will Explore

- How do leading organizations structure an AI-enabled transformation framework that aligns technology, data, and business strategy?
- What breakthrough technologies are now reaching maturity—and how will their adoption reshape markets and organizational capabilities?
- Why are use cases the ultimate currency of AI transformation, and how can leaders scale them across the enterprise?
- What core decisions must CXOs make regarding AI integration logic, investment speed, governance, and scalability?

Session 3 – The AI-Augmented Leader: Leading Human-Agent Collaboration

As AI agents take on increasing autonomy, leadership is no longer only about humans. It is about shaping the conditions under which humans and intelligent systems collaborate. Leaders must set boundaries for machine agency, exercise judgment when decisions are co-produced by humans and AI, allocate authority and define accountability structures, and remain accountable for outcomes in hybrid systems.

This session examines how leadership capabilities evolve in AI-augmented environments. We'll explore how judgment, sensemaking, presence, and trust-building change when AI becomes a thought partner rather than just a tool. Leaders must actively build confidence in human-AI collaboration through role modeling, calibration, and psychological safety.

Key Questions We Will Explore

- What distinguishes AI-augmented leadership from traditional digital leadership?
- How do leaders allocate authority, define escalation and override logic, and maintain accountability in human-agent systems?
- How does AI change core leadership capabilities such as judgment, presence, trust-building, and sensemaking?
- How do leaders actively build trust and psychological safety in human-AI collaboration?

Session 4 – Designing Human-Agent Work Systems

As AI agents gain the ability to plan, act, and adapt with increasing autonomy, they evolve from passive tools into active collaborators embedded in mission-critical workflows. This transformation requires fundamentally rethinking how work is structured: who makes which decisions, how tasks flow between humans and machines, where value is created, and where risks emerge.

This session focuses on workflow – the design of effective collaboration patterns, clear handoffs, appropriate escalation logic, and specific protocols for human-agent interaction. We will apply the accountability frameworks introduced in Session 3 to operational workflow design, ensuring that authority and responsibility are clearly mapped throughout human-agent systems.

Key Questions We Will Explore

- How does work design change when agents become collaborative partners rather than passive instruments?
- What principles should guide the allocation of tasks and decisions between humans and agents?
- Where in the workflow do agents multiply value—and where do they introduce new vulnerabilities?
- How do we design clear handoffs, escalation protocols, and trust-building mechanisms into workflows?

Session 5 – Evolving Skills, Roles, and Careers

As agents assume more autonomous functions, the boundary between human and machine contribution is being redrawn. While this does not eliminate human roles, they must be redefined as new capabilities are emerging around agent orchestration, prompt engineering, quality oversight, and contextual interpretation.

This module examines how jobs are evolving, what new competencies organizations must build, and how career pathways and talent development need to be reimaged for a workforce that collaborates continuously with intelligent systems. We'll explore the psychological dynamics of skill transitions and how to address resistance to role changes constructively.

Key Questions We Will Explore

- What entirely new roles are emerging to support AI orchestration, oversight, and continuous improvement?
- How should job architectures and career progressions be redesigned for human-agent collaboration?
- What capabilities matter most—for frontline employees, managers, and senior leaders?
- How should organizations define and measure individual performance when work is co-created with machines?

Session 6 – Governance: Enabling Innovation with Guardrails

With work systems and capabilities defined in Sessions 4-5, we now establish the governance frameworks that enable safe, responsible scaling. As AI agents operate with increasing autonomy across the organization, governance must shift from reactive oversight to proactive enablement. The challenge is allocating decision authority across humans, agents, and platforms in ways that protect against risk without stifling innovation.

The session explores how to design governance as a function that embeds responsibility into daily operations while remaining adaptive as technology and organizational needs evolve. We'll establish frameworks for policies and decision rights that will be operationalized through infrastructure in Session 7, and build on the trust foundations established in Session 3.

Key Questions We Will Explore

- How should decision authority and accountability be distributed across humans, agents, and digital platforms?
- What governance structures enable both rapid innovation and responsible risk management?
- How can organizations tier risks and tailor rules to avoid one-size-fits-all constraints?
- How can transparency, auditability, and regulatory compliance evolve alongside rapidly advancing technology?

Session 7 – Operating at Scale: Infrastructure for Agency

Building on the governance frameworks, this module addresses the technical and organizational infrastructure needed to operationalize those principles at scale. For AI agents to operate effectively across the organization, they require robust infrastructure: AI tech stacks integrated within the existing IT landscape, service-level agreements, access protocols, monitoring systems, and coordination mechanisms that allow agents to act autonomously within defined boundaries.

We'll discuss how to design operating models that integrate agents into existing workflows while maintaining system reliability, organizational coherence, and cross-functional alignment. This session emphasizes the operational excellence required for enterprise-scale deployment, distinguishing infrastructure and execution from the policy frameworks established in Session 6.

Key Questions We Will Explore

- What technical and organizational infrastructure allows agents to operate reliably at enterprise scale?
- How should service levels, exception handling, and monitoring be designed for agent-driven processes?
- What coordination mechanisms are needed between centralized enablement functions and distributed domain teams?
- How do we balance speed, autonomy, and centralized control in infrastructure design?

Session 8 – Leading Transformation

While change leadership has been implicit in all prior sessions, this session explicitly focuses on mastering transformation dynamics as an ongoing organizational capability. Traditional change management, built on linear plans, top-down communication, and one-time training, is ill-suited for AI transformation, where workflows evolve continuously and learning happens through use.

Rather than “rolling out” AI, organizations must treat adoption as continuous development, iterating based on feedback and designing for ongoing learning at the individual, team, and system levels. Leaders must equip themselves for constant reinvention of business processes and mindsets as they partner with AI in a more networked world.

Key Questions We Will Explore

- How does change leadership evolve when AI adoption is iterative, emergent, and never truly “complete”?
- What signals indicate whether teams are building genuine fluency, encountering productive friction, or experiencing resistance?
- How can leaders sustain high performance in uncertain, complex, and high-growth environments?
- What metrics capture meaningful adoption and change effectiveness beyond surface-level usage statistics?

Session 9 – Strategy as a Dynamic Sensing-and-Response System

In environments shaped by agentic AI, strategy cannot remain a static plan updated quarterly. The pace of feedback is faster, the variables more dynamic, and decision-making more distributed. This session explores how to build strategy as a sensing-and-response system that links AI capabilities to real-time metrics, manages portfolios adaptively, and uses foresight to anticipate emerging opportunities and risks.

Strategy becomes a continuous learning process rather than a periodic planning ritual, fundamentally changing the way strategy is created, who participates, and what inputs matter. We’ll explore how organizations balance local autonomy with enterprise-wide coherence—a theme that has appeared throughout our work on governance, infrastructure, and change.

Key Questions We Will Explore

- How does agentic AI reshape the way organizations sense their environment, interpret signals, and adjust direction?
- What measurement systems and feedback loops enable dynamic decision-making about resource allocation and strategic priorities?
- How can scenario planning and strategic foresight keep pace with AI-accelerated complexity and change?
- How can agentic AI enhance organizational sensemaking and collective intelligence?

Session 10 – Integration and Path Forward

This closing session provides space to integrate insights across the program's themes and translate them into action. Participants will reflect on the cross-cutting themes that have emerged, share how they're beginning to apply concepts in their organizations, and identify questions that remain open or require deeper exploration. The group will also explore possibilities for sustained peer learning and support beyond the formal program—through alumni networks, working groups, and curated follow-up activities.

Key Questions We Will Explore

- What are the most consequential insights and frameworks from this learning journey?
- How will you translate these ideas into concrete initiatives within their organizations?
- Which questions or tensions remain unresolved and warrant continued exploration?
- What commitments will you make, and what structures would support ongoing peer exchange and mutual accountability?

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Many organizations send two or more leaders from complementary functions to strengthen internal alignment. Please contact us to discuss coordinated participation



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Drucker School of Management, Claremont Graduate University

info@futureorg.org | www.futureorg.org