

EMPOWER Your AI Implementation: From Change Management Theory to Reality





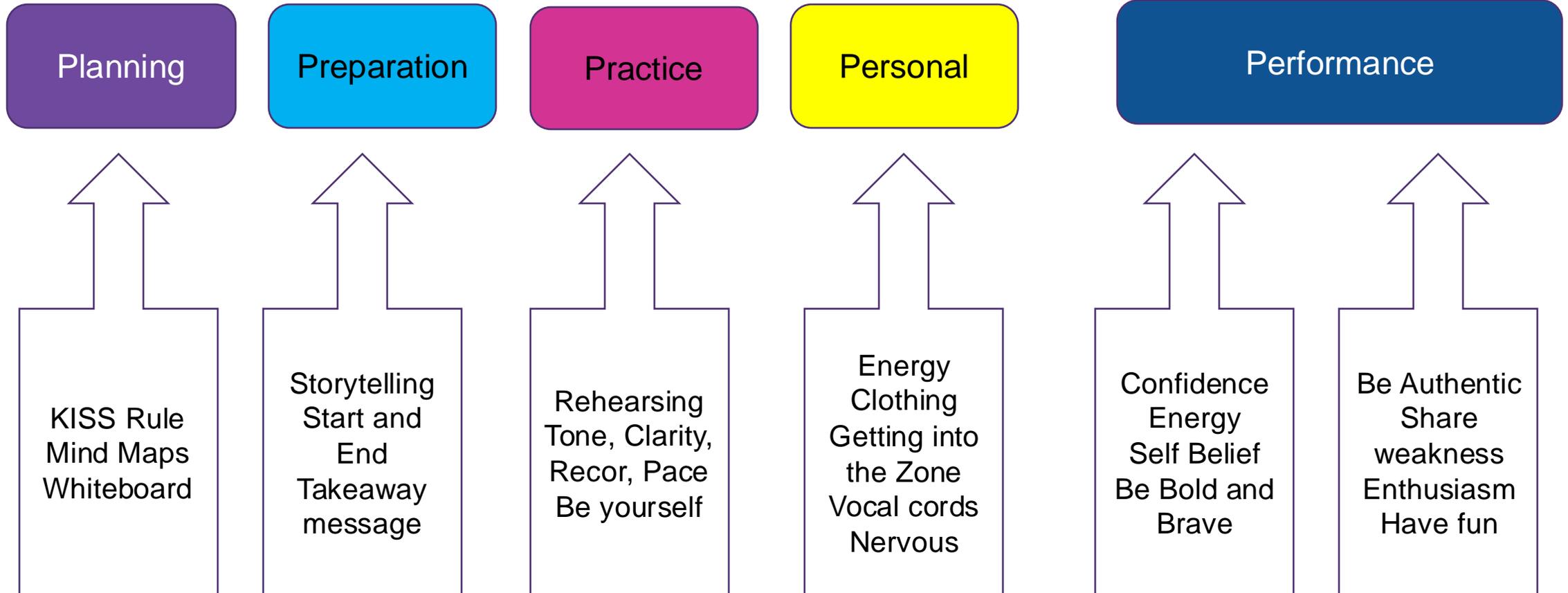


ENGAGEMENT

Six Thinking Hats



Increase your influence by Public Speaking



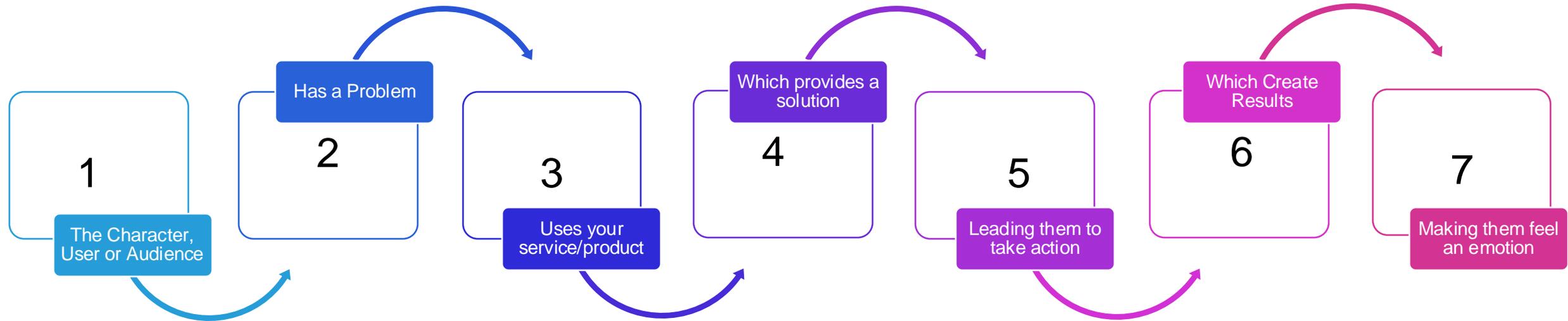


ENGAGEMENT



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: "Recruitment Simplified: Where Chaos Meets Clarity, Success Follows!"



MANAGEMENT



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



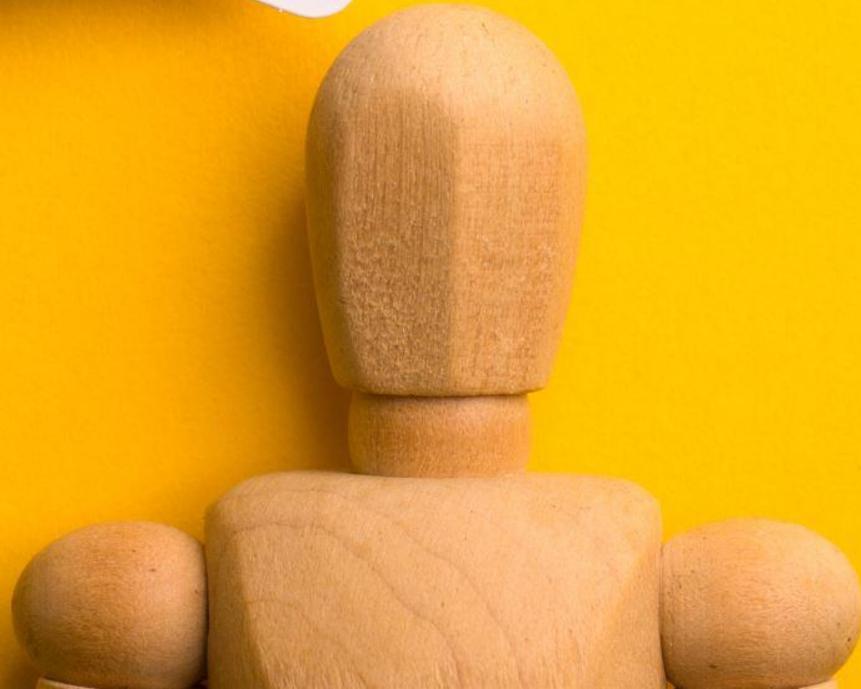
Create a Vision



Get everyone excited and involved



Remove any problems





Create short term wins/goals and celebrate

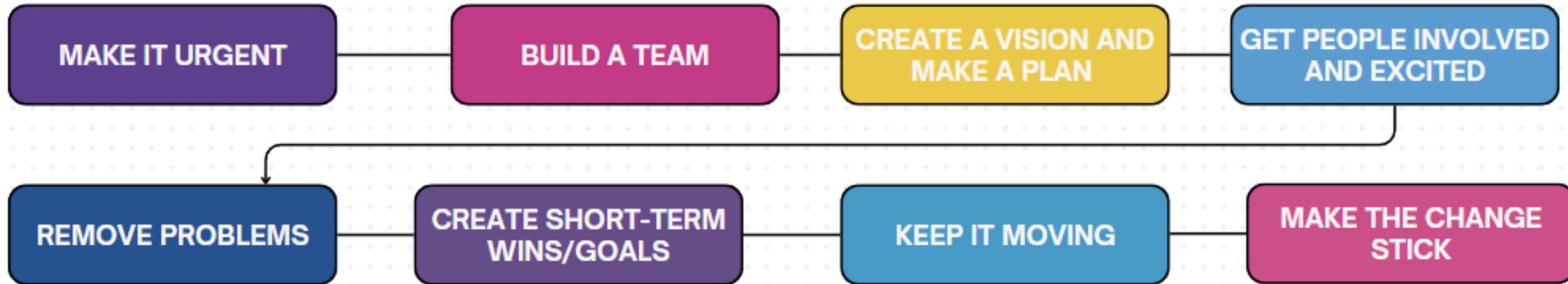


Keep it moving

A pair of hands is shown holding a red string in a complex knot. The string is looped around the fingers of both hands, creating a series of interconnected loops. The background is a blurred, light-colored surface. A white rectangular box is overlaid on the center of the image, containing the text "Make the change stick" in bold black font.

Make the change stick

Process for creating major change





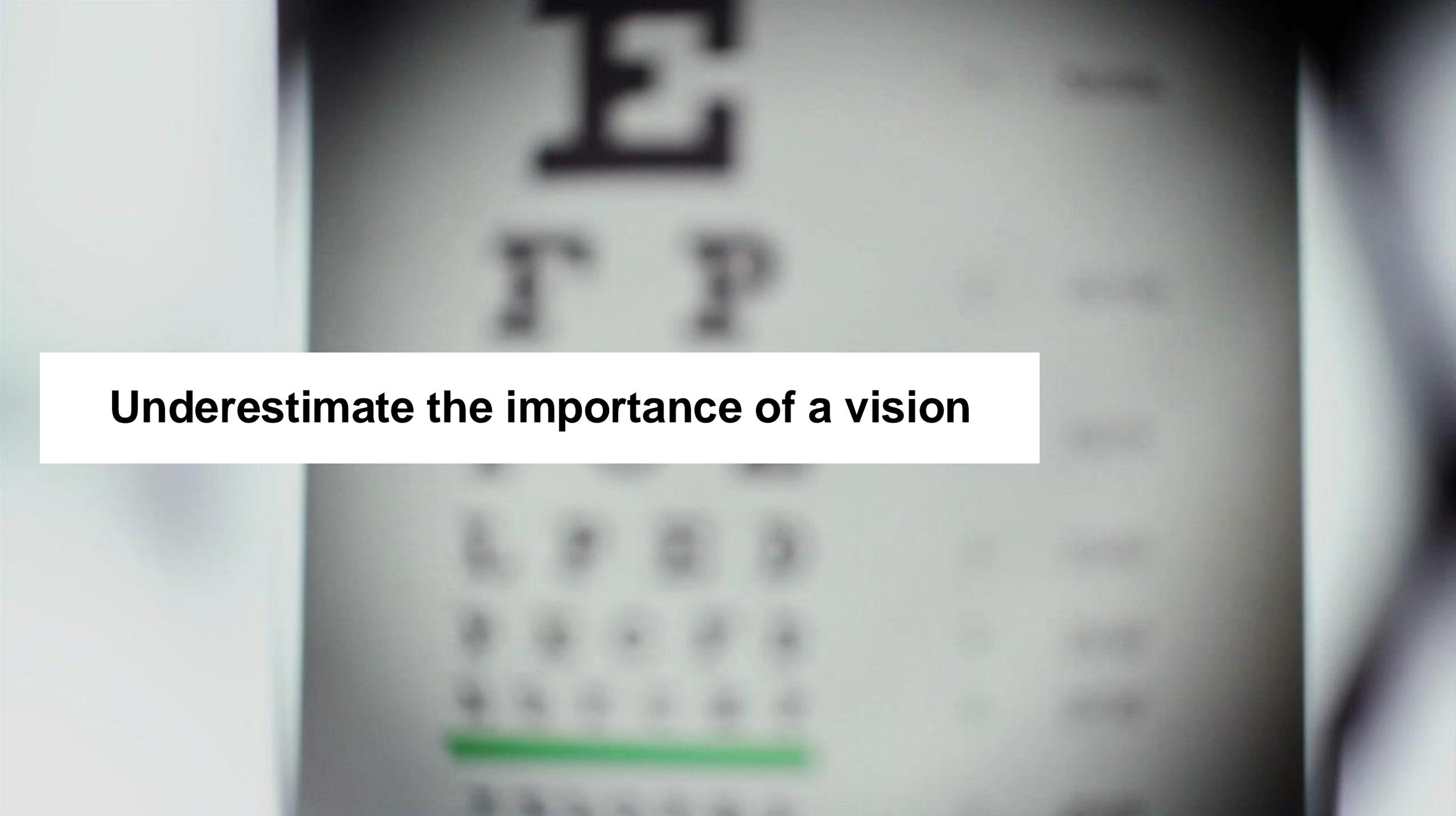
What are the common mistakes of change management?

Being too Complacent



A group of colorful wooden human figures standing on a light surface, with a white banner overlaid across the middle containing the text "Not building a team". The figures are in various colors (blue, green, red, yellow, brown) and are arranged in a line, with some in the foreground and others blurred in the background. The banner is white with black text.

Not building a team

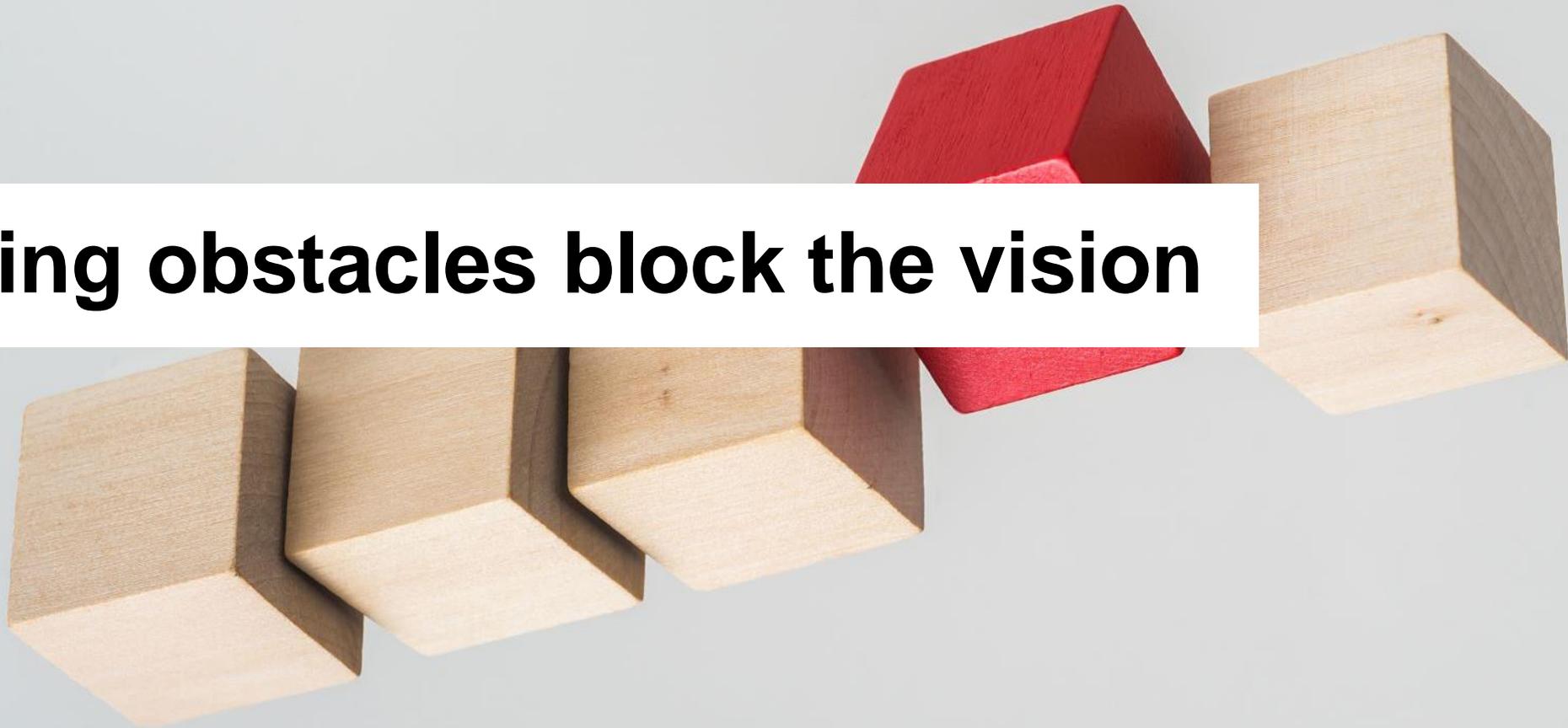


Underestimate the importance of a vision



Not communicating the vision





Letting obstacles block the vision



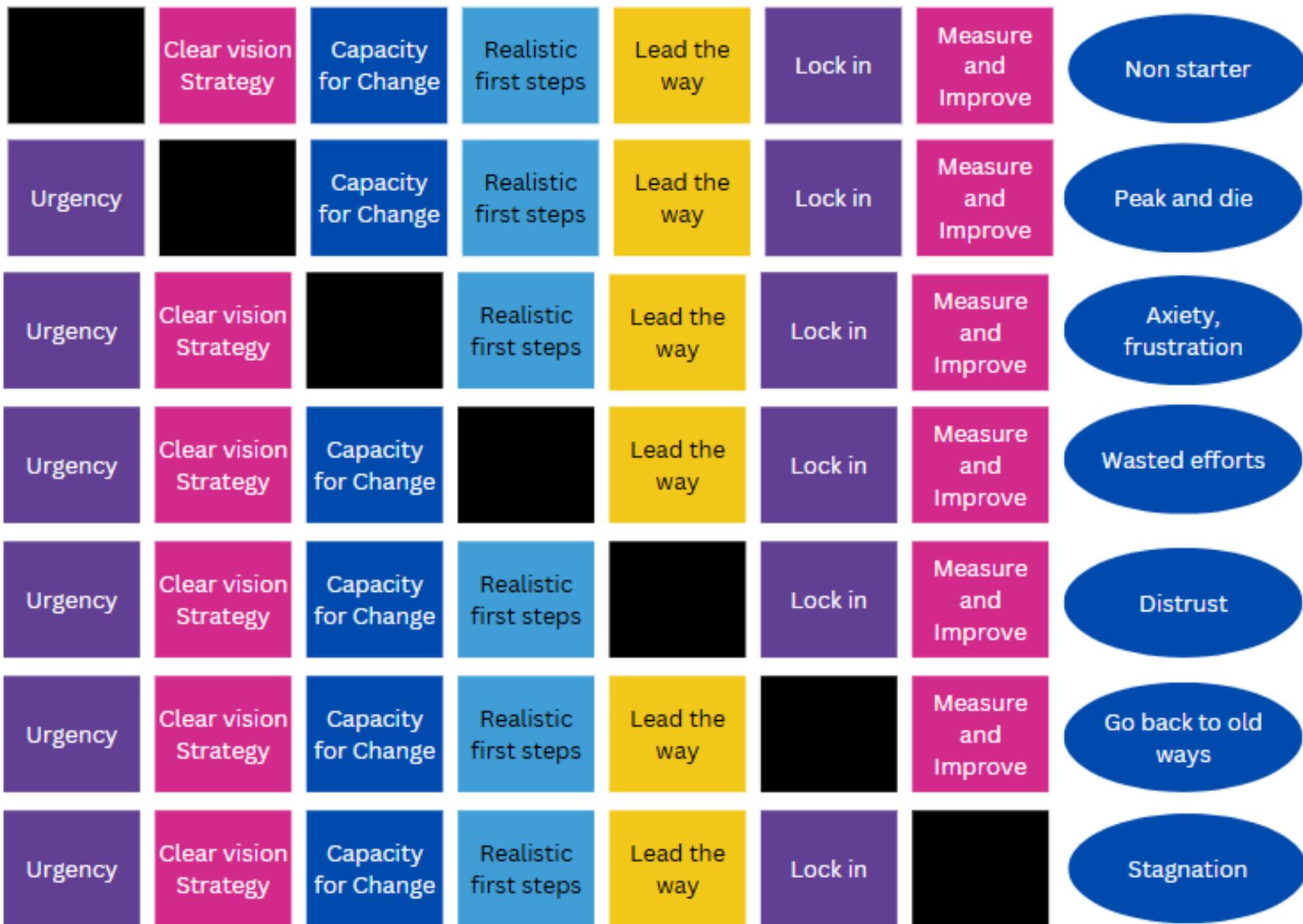
Not achieving short term wins/goals

A close-up photograph of a hand holding a gold medal. The medal is circular with a red ribbon attached to its top. The medal's surface features a large number '1' in the center, surrounded by a laurel wreath. The background is a bright, clear sky. A white rectangular box is overlaid on the image, containing the text 'Declaring victory to early' in bold black font.

Declaring victory to early

A close-up photograph of a person's hands holding a large, round, woven basket. The basket is intricately decorated with horizontal bands of colorful beads in shades of blue, orange, red, yellow, and green. The person holding the basket is wearing a vibrant, patterned garment with geometric designs in red, yellow, green, and black. The background is a soft-focus green, suggesting an outdoor setting. A white rectangular box is superimposed over the center of the image, containing the text "Change isn't embedded into culture".

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.



The logo for 'EMPOWER MANAGEMENT' features the word 'EMPOWER' in large, bold, white letters, each letter contained within a colored circle. The circles are arranged in a slightly overlapping, horizontal line. Below the circles, the word 'MANAGEMENT' is written in a bold, black, sans-serif font. The circles are color-coded: 'E' is light purple, 'M' is dark purple, 'P' is light blue, 'O' is yellow, 'W' is light purple, 'E' is light blue, and 'R' is pink. Below the 'R' circle is a stylized flower or sunburst graphic with multiple petals in shades of purple, pink, and yellow. Below each letter circle is a small, light-colored label: 'ENGAGEMENT' under 'E', 'PROCESS' under 'P', 'OVERSIGHT' under 'O', 'WORKFORCE' under 'W', 'EXCELLENCE' under 'E', and 'RESOURCES' under 'R'.

EMPOWER MANAGEMENT



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
007TM

007TH STAGE

The Manager



The background of the slide features a large, semi-transparent red circular logo with the text "007" in a stylized, italicized font. The logo is centered and partially obscured by a white horizontal bar. The overall background is dark, with faint, overlapping outlines of the logo's shape.

Organise rehearsals

A man in a dark suit, light blue shirt, and dark tie is shown from the chest up, wearing a brown safety harness. He is looking down and to the right, focused on his work. He is holding a silver prop in his right hand. The background is a clear blue sky. A white text box is overlaid on the image, containing the text "make sure the right props are in place".

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 left with a serious expression. She has short, dark hair and is wearing small, star-shaped earrings. The background is dark and out of focus.

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

BOND 25
007™



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

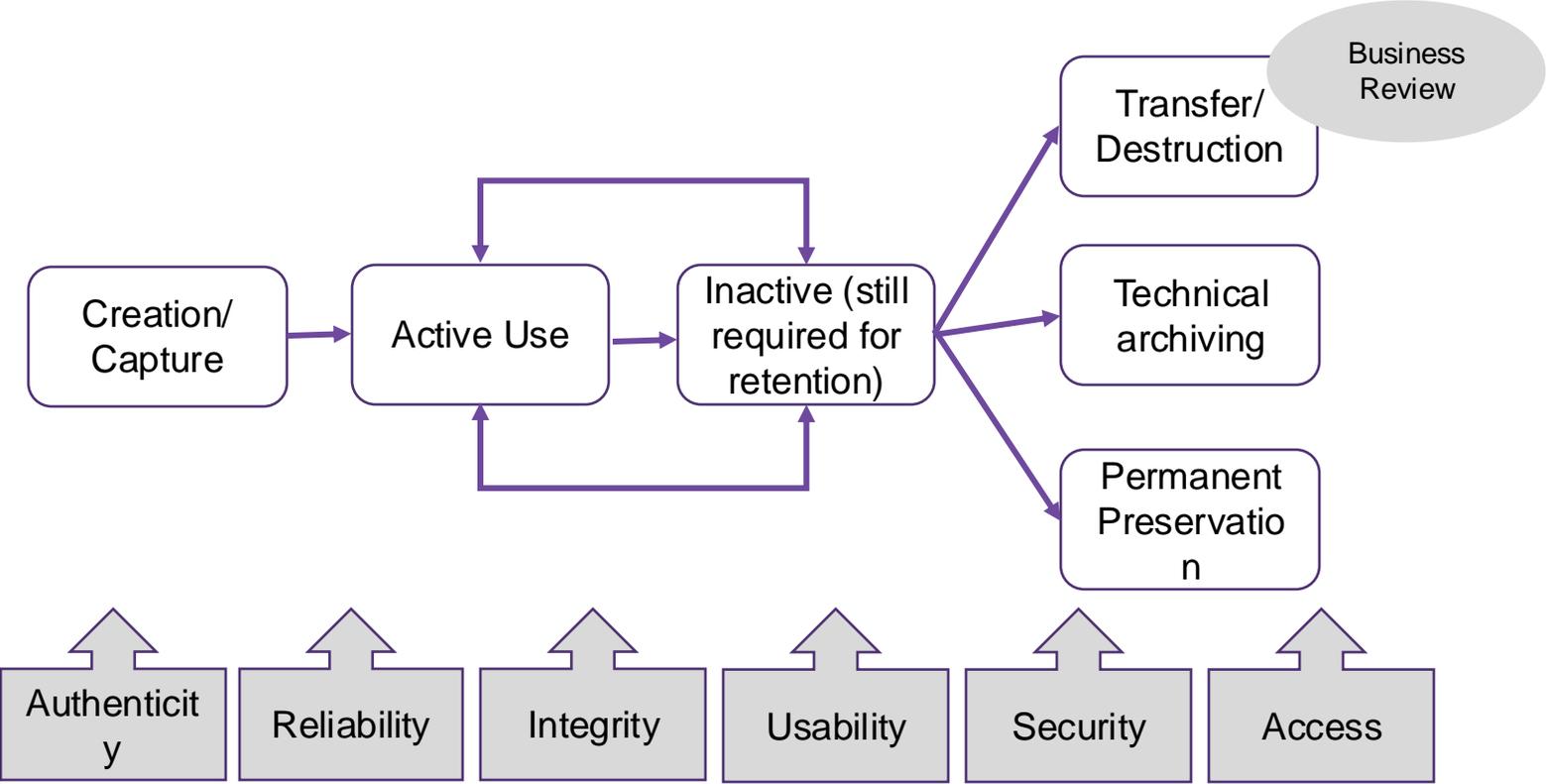


PROCESS



Use information management as the change driver

Data minimisation or lifecycle in place



A collage of various calendar cards scattered across the frame. Each card features a large, colorful number and a day of the week. The numbers are in shades of green, orange, blue, red, purple, and maroon. The days of the week are printed in black, uppercase letters. The cards are overlapping and tilted at different angles, creating a dynamic and busy background. A white rectangular box is superimposed over the center of the image, containing the text 'Retention and disposable is in place'.

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, grey 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 is attached to a blank white ID card. The lanyard is coiled on the left side of the image, and the ID card is on the right. The background is a solid yellow color.

Sensitivity labels in place

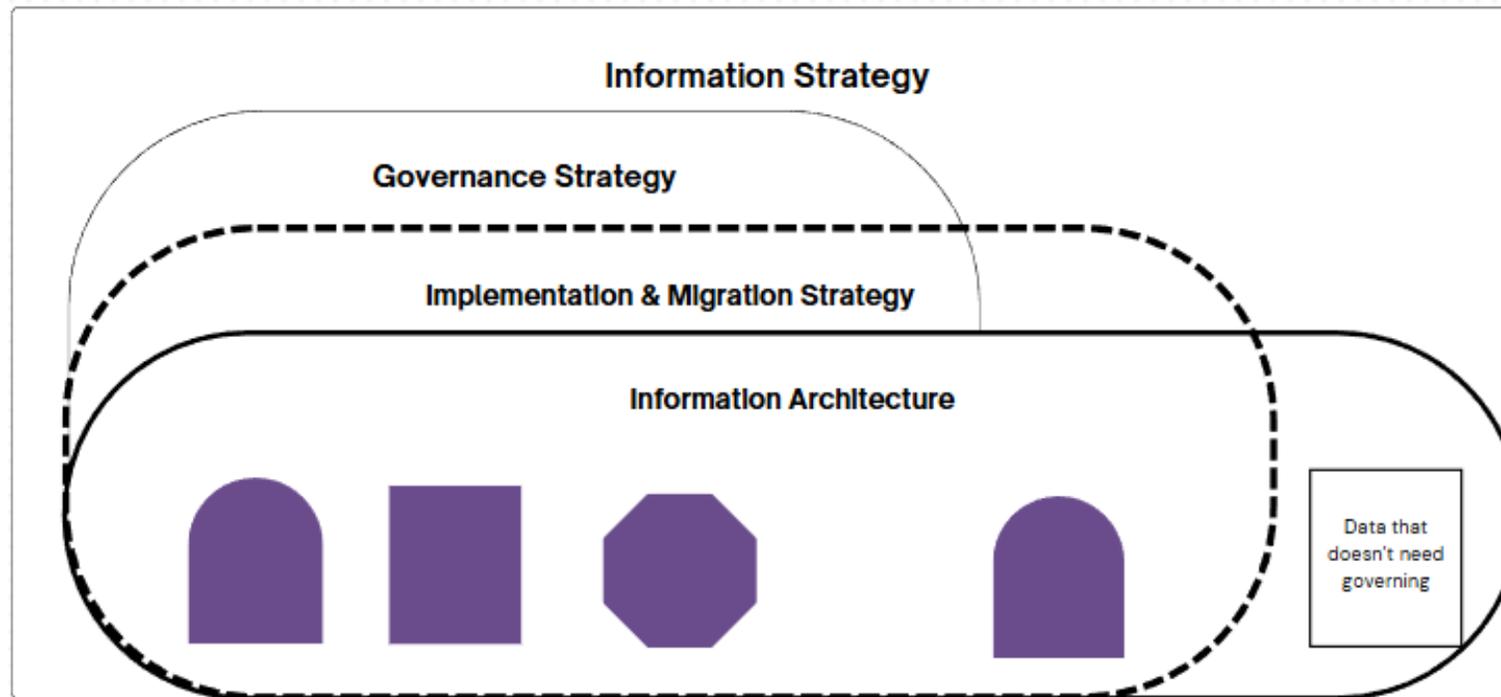


ROT is viewed and assessed



The image features a decorative background with a light blue and white floral pattern, including several butterflies of various sizes and intricate scrollwork. In the lower half, an open book is depicted with a thick stack of pages, rendered in a sketchy, artistic style. The book is surrounded by similar decorative flourishes, and the pages appear to be slightly curved as if being turned. The overall aesthetic is elegant and artistic.

Making sure your IA is sound



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



A close-up photograph of a multi-well microplate, likely used in laboratory research. The wells are arranged in a grid, and the background is filled with a blurred pattern of colorful data points in shades of blue, red, and yellow, suggesting a high-tech 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".

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 sssessment
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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 tip is positioned diagonally across the frame. The background is a document featuring a bar chart with several blue bars of varying heights. A white rectangular box is superimposed over the center of the image, containing the word "Reporting" in a bold, black, sans-serif font.

Reporting

A photograph of a business meeting with several people in suits sitting around a table. A white rectangular box is overlaid on the center of the image, containing the word "Audits" in bold black text. The background is slightly blurred, focusing attention on the text.

Audits



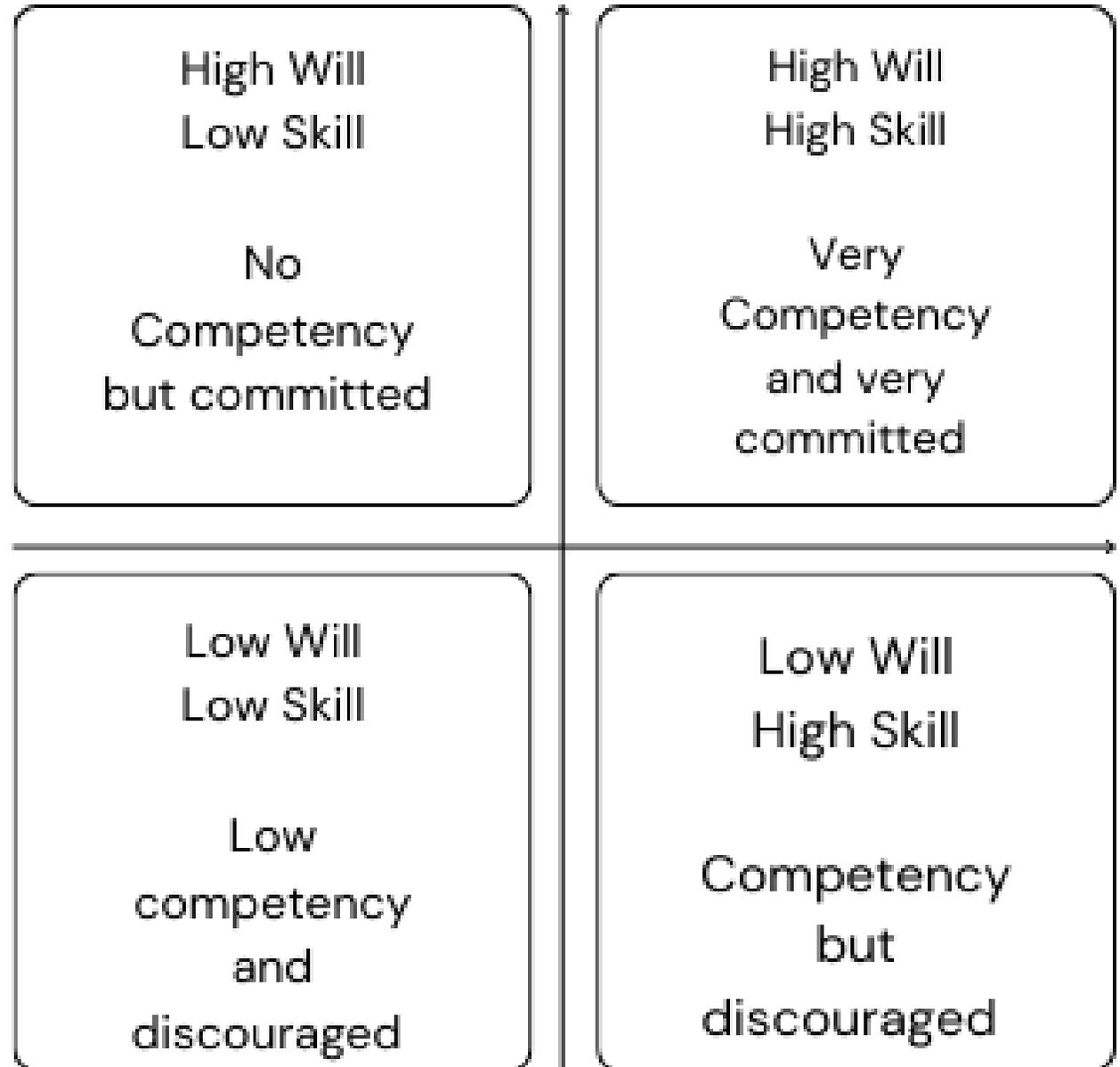
WORKFORCE

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.



EXCELLENCE



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

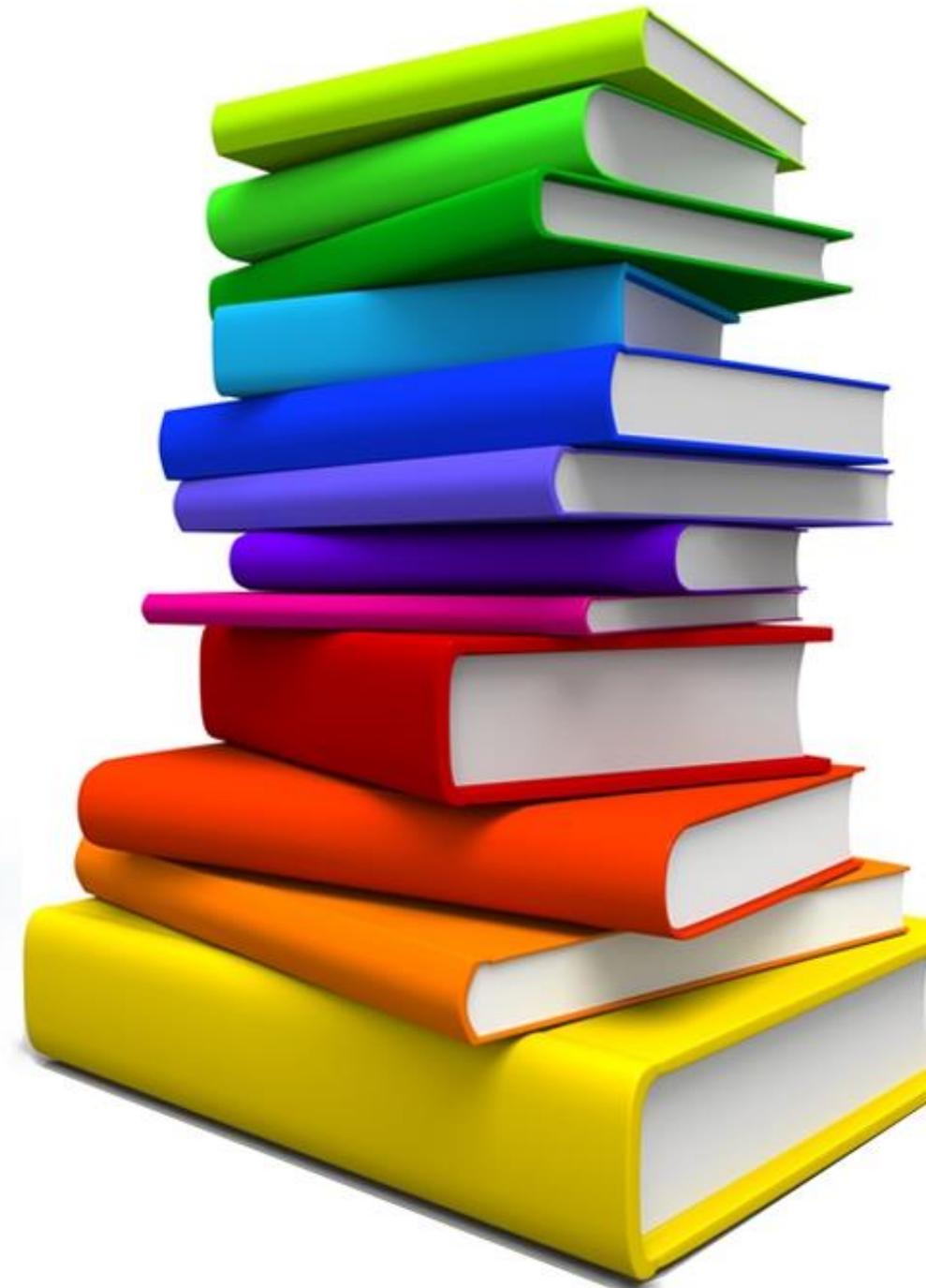


Networking



Pitch yourself

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



Blogs, social media and journals

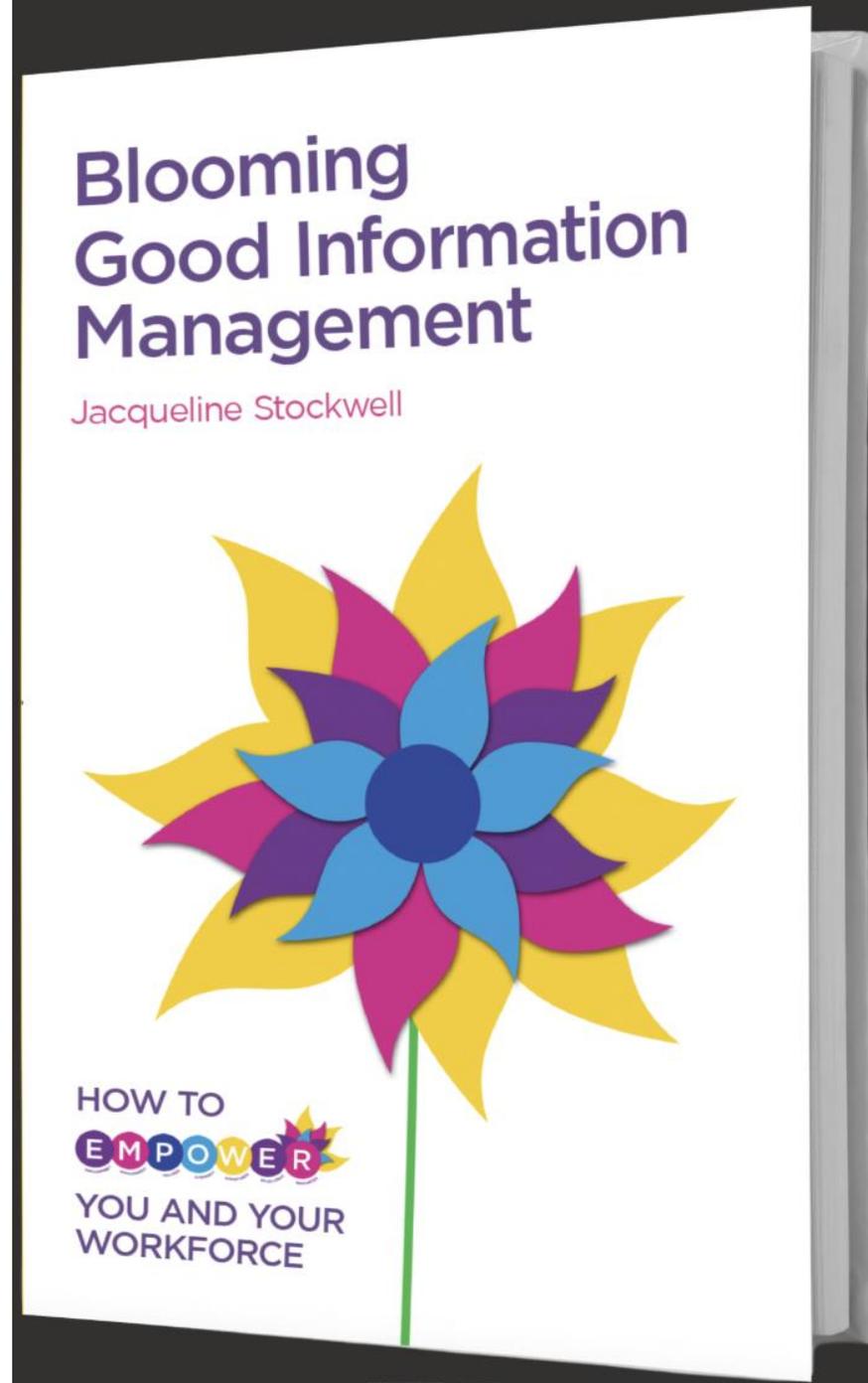


RESOURCES

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](#)



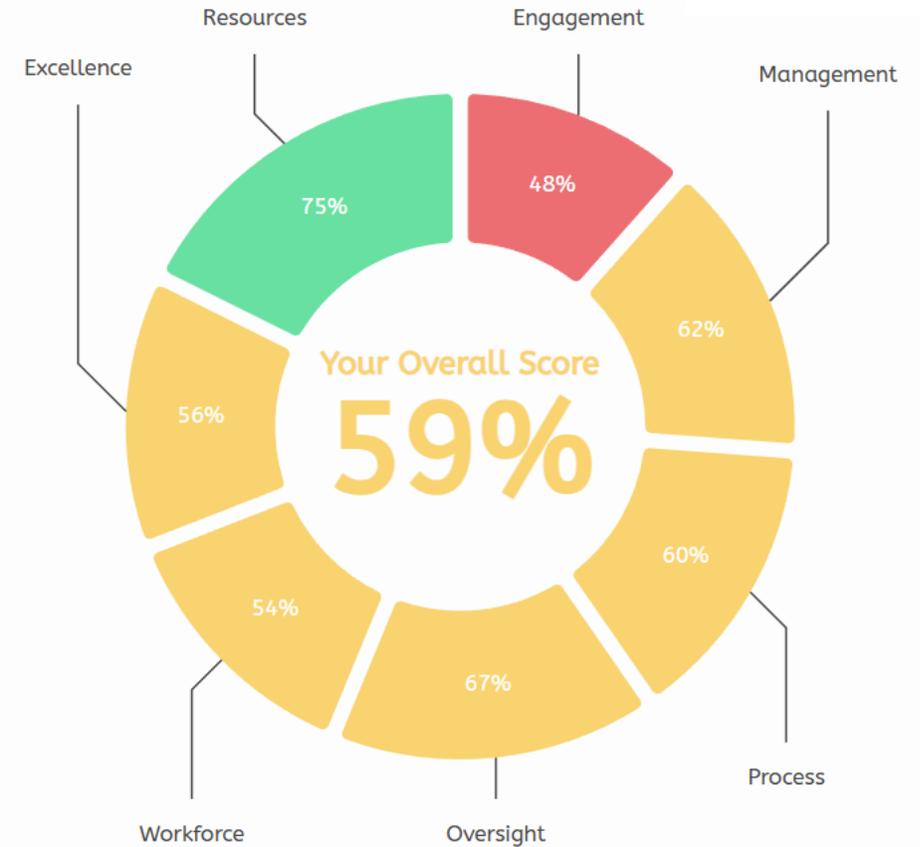
Let's see how you've scored...

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?



Get in touch

admin@leadershipthroughdata.com

www.leadershipthroughdata.com

United Kingdom

+44 (0)1206 807267

Australia & New Zealand

+61 (0)416 559 691

USA & Canada

+1 (0)727 276 6527

