

Leading when AI disrupts the team

Your managers know what AI can do. What nobody has shown them: how to lead a team where people quietly avoid AI for fear of replacing themselves, where targets stay at last year's level because nobody knows what is possible now, and where a competitor's team is already twice as fast.

2 days

on site, anywhere in Germany, plus 8 weeks of follow-through

8–12

team leads or directors from one level

2 trainers

change expert and AI practitioner, together in the room

Art. 4

AI Act competence record for every participant

FOUR SITUATIONS YOUR MANAGERS FACE NOW

- 01 Half the gain is left on the table**
Some tasks got twice as fast, others five percent. Most team leads cannot tell which is which, so targets stay where they were. We measure the AI lever per role and set targets that are ambitious and fair.
- 02 One wrong number in a flawless tender**
A hallucinated figure reaches the customer and years of trust are gone in one e-mail. Text has become cheap; trust between people is the scarce asset. How to check AI output and protect that trust.
- 03 Customer data in a consumer app**
Customer data, prices, roadmaps pasted into a free AI tool because it is faster. Once it is out, it is out. Ban, tolerate or make it official, and how to make the rule stick.
- 04 "Will you still need us in two years?"**
Asked in a team meeting, in front of everyone. What to answer without sugar-coating or feeding the fear, and how to keep the people quietly updating their CV.

WHAT THEY WALK OUT WITH

Managers who lead their teams towards the right targets with confidence, knowing they get the most out of both: the AI and their people.

- A clear picture of what AI realistically changes in their own team, role by role, and targets built on it
- Their real cases worked on in the room, the difficult conversation rehearsed, a 30-day plan with follow-up
- The reassurance that the leadership craft they know still holds. AI is a new team member, not a new rulebook

GROUND RULES

Not a prompting course. Everyone can prompt. This goes beyond: delegating to AI, checking its work, redesigning roles, leading people through the change. Laptops open, real cases, on your approved stack.

Trust is the subject, so we treat it that way.

Managers speak openly only in a protected room. You receive the agenda, attendance records and an anonymous mood picture, not notes on individuals.

Two trainers, the whole picture. The psychology of change and the technology of AI, in the room at the same time. One without the other is a vague seminar or a tool demo nobody applies.

HOW IT STARTS

From first call to training room in six weeks.

- 1 · 45-minute call** with HR and one business unit lead: which level, which teams, what hurts most.
- 2 · Pre-call** with the business units whose cases we will work on. Tools and confidentiality agreed.
- 3 · Dates** for the two days and the follow-up call. Done.

Get in touch: sebastian@schamsadvisory.de · +49 173 9811914

Everhard Uphoff



Over 25 years in leadership and leadership development. Coaches managers through difficult professional situations. Author of "Change-Kompetenz jetzt!" (Haufe, 2024). ICF-certified coach.

Dr. Sebastian Schams



PhD in machine learning. Formerly McKinsey, Infineon and Principal at Roland Berger, where he led AI for the Industrials practice. Now independent: works daily with clients on large AI projects, runs AI workshops for managers and teams.