

Leadership in the Age of AI

 Programme Dates – July 23 & 24, 2026

 SPJIMR Delhi Campus

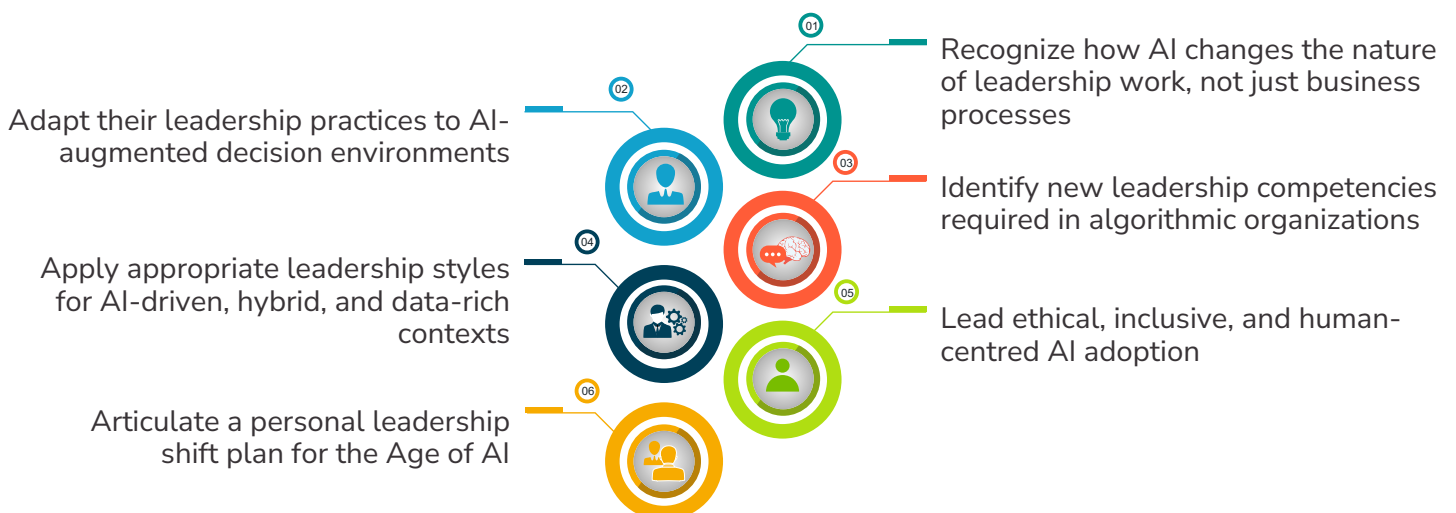


Program Objective

AI is not just automating tasks, it is reshaping leadership authority, influence, judgment, and accountability. This program helps executives re-examine their leadership practices, understand how AI alters decision-making and people management, and build new leadership competencies and styles required to lead credibly in AI-enabled organizations.

Learning Outcomes

By the end of this 2-day MDP, participants will be able to:



Programme Coverage

Understanding the Leadership Shift Caused by AI

- From experience-based leadership to data-augmented leadership
- How AI changes authority, expertise, and power
- Leadership vs management in AI contexts
- Myths: “AI replaces leaders” vs reality
- Why leadership judgment becomes more, not less, important

Decision-Making & Accountability in AI-Augmented Leadership

- Human judgment vs algorithmic recommendation
- Automation bias and decision complacency
- Speed vs responsibility trade-offs
- Escalation rules: when to override AI
- Accountability in AI failures (legal, ethical, reputational)

Ethical Leadership & Responsible AI

- Ethical risks of AI in people decisions
- Bias amplification and systemic inequality
- Responsible AI principles for leaders
- Ethics vs efficiency dilemmas
- Moral courage in rejecting harmful AI use cases

Leading Human–AI Collaboration

- Human-in-the-loop leadership models
- Redesigning roles and decision rights
- Preventing skill erosion and over-automation
- Trust calibration between humans and AI
- Coaching employees to work with AI

Culture, Inclusion, and Trust in AI-Enabled Organizations

- How culture shapes AI outcomes
- Inclusion risks in algorithmic systems
- Fairness, transparency, and voice
- Hybrid work and AI-mediated collaboration
- Leadership storytelling around AI adoption

Digital Fluency for Leaders

- What AI can and cannot do (GenAI, predictive systems, decision engines)
- How algorithms learn—and how bias enters
- Explainability vs accuracy trade-offs
- When AI confidence is misleading
- Questions leaders must ask before approving AI-led decisions

Power, Control, and Surveillance — The Leadership Dilemmas

- Algorithmic management and digital monitoring
- Performance nudging vs coercion
- Psychological safety in AI-tracked workplaces
- Power asymmetry created by data access
- Leadership responsibility in AI-enabled control systems

Leadership Styles for the Age of AI

- Sensemaking leadership – interpreting AI insights
- Coaching leadership – enabling human-AI collaboration
- Adaptive leadership – responding to uncertainty
- Ethical leadership – values over velocity
- Participative leadership – preserving human voice

Talent, Careers, and Identity in AI-Driven Organizations

- Skill disruption and career anxiety
- Shifting from jobs to capabilities
- Reskilling as a leadership responsibility
- Psychological contract in AI contexts
- Managing resistance and fear

The Future Leader — Redefining Self as a Leader in the AI Era

- Human capabilities AI cannot replace
- Letting go of control and expertise dominance
- Building trust in uncertain environments
- Personal leadership dilemmas with AI
- Crafting a personal AI leadership action plan

Who Should Attend

This program is designed for leaders who recognize that AI is not just a technology shift but a redefinition of leadership authority, responsibility and accountability are seeking to evolve their leadership style to remain credible, ethical, and effective in the Age of AI.

The program is targeted towards mid- to senior-level executives, functional leaders, and business heads and would benefit professionals across functions such as HR, operations, strategy, finance, and technology who are involved in driving AI -Led change, leading AI teams, and shaping organizational culture in the age of AI.





ABOUT SPJIMR

SPJIMR is counted among the top 5 B schools of India. In addition to our Mumbai campus, we also have a state-of-the-art Executive Education Centre in Delhi.

We are a part of the Bharatiya Vidya Bhavan and function as an autonomous Institute with entrepreneurial agility. Our guiding principles are to influence practice and promote value-based growth. We build on this through pedagogic innovations and pioneering programmes, which have helped us carve a unique and distinctive path in management education.

SPJIMR has been accredited by the Association to Advance Collegiate Schools of Business (AACSB), Association of MBAs (AMBA) (UK), and EFMD Quality Improvement System (EQUIS).

SPJIMR is part of an elite group of institutions globally to achieve the prestigious 'Triple Crown' of accreditations, placing it among the top 1% of global business schools.

In the Financial Times MiM 2025 Ranking, SPJIMR stands out as the top-ranking Indian B-school, securing the 35th spot globally and #3 in India.

Our salient features are as follows:

- 44 years legacy of management education
- 25+ years of executive education
- Over 15,000+ alumni
- 100+ Corporate Partners
- 50+ Global Partners
- Renowned faculty with extensive corporate experience
- Globally recognized among top 5 B-Schools from India
- Triple Crown International accreditation by AMBA, AACSB & EQUIS

Certification

Participants who successfully complete the program will receive a certificate of participation from SPJIMR.

Fees: Rs 24,900 per participant + applicable taxes (Early Bird, Alumni and Group Discount applicable)

For more information contact-

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W: <https://www.spjimr.org/executive-education/open-programmes>

PROGRAMME DIRECTOR



Prof. Sushmita Srivastava

Associate Professor,
Organisation and
Leadership Studies (OLS)

Sushmita Srivastava holds a Ph.D. from XLRI Xavier School of Management, Jamshedpur. Her doctoral research conceptualised the Impact of Mentoring on Role Based Performance. She has over two decades of industry experience with Tata Steel in roles pertaining to Human Resource Management.

She joined academics in 2017 and is a faculty in the area of Organisation & Leadership Studies at SPJIMR. Her areas of core teaching interest include Industrial Relations, Talent Management, AI, Digital HR and HR Tech, HR Analytics, and Building Agile and Resilient Organisations. Her research interests are Gender and Diversity, Women empowerment, Sustainability, Sustainable Livelihood, Agri- Entrepreneurship, and Farmer Producer Companies.

She has made intellectual contributions through authoring a book as well as book chapters, publications in journals and periodicals, as well as conference presentations. She co-authored a book, "Shapers of Business Institutions – How Kiran Mazumdar Shaw Fermented Biocon," in 2020.

She has conducted Management Development Programmes for clients in Mumbai and Delhi on subjects related to managerial and leadership effectiveness.

