

Change Success Playbook

How to Lead AI Change Without Losing Your Team (or Your Sanity)

Because technology changes faster than people — unless you bring them with you.

1. Communicate Early and Often

AI change fails in silence.

Tell people *why* before you tell them *what*.

Check:

- The purpose of AI adoption is clearly defined.
- The story is shared through multiple channels (email, meetings, video).
- Leaders model the change — they don't just announce it.
- Questions are encouraged and answered transparently.

Quick Tip:

“Done with” beats “done to” every time.

2. Involve People in the Process

Ownership builds buy-in.

Let your team help design the new future.

Check:

- Change champions are appointed across departments.
- Feedback loops are built into the rollout.
- Success stories are shared and rewarded.
- Small wins are publicised early.

Quick Tip:

Change sticks when people see themselves in it.

3. Sustain the Momentum

The launch isn't the finish line — it's the start of new habits.

Check:

- AI usage is measured, not just announced.
- Regular refreshers keep skills current.
- Performance metrics link to adoption goals.
- Leadership celebrates progress quarterly.

Quick Tip:

Culture change is repetition with empathy.

Your Change Success Score

Section	Score (out of 4)
Communicate Early and Often	
Involve People in the Process	
Sustain the Momentum	
Total Score	/ 12

Next Step:

Build your AI adoption roadmap the human way.

Download the *Edge151 Change Success Framework* at www.edge151.com.