

Organizational Adoption: Upskilling & Change Readiness

Preparing your organization for AI Transformation



Why Organizational Readiness Matters

AI is rapidly transforming industries, reshaping roles, and creating new opportunities for growth. For organizations to succeed, it's essential to build future-proof skills, personalize change management, and keep humans at the centre of transformation. While Canadian organizations are quickly adopting AI, their readiness to leverage these technologies varies widely.

Change Management: Leading the Shift

Effective change management empowers teams to adapt to new ways of working. Leaders should communicate a clear vision, personalize change plans, and foster innovation through ongoing, role-specific training and creative engagement.

Four Pillars of Workforce Transformation:

- 1 Identify & Consolidate:**
Assess current roles and pinpoint where AI can add value.
- 2 Reskill & Upskill:**
Invest in strategic change management and targeted learning programs.
- 3 Redeploy & Release:**
Redefine roles and ensure talent is aligned with organizational needs.
- 4 Automate & Advance:**
Use AI agents to handle repetitive tasks, freeing humans for higher-value work.

Change Management Best Practices:



- Share a clear vision and communicate benefits of AI adoption.
- Invest in ongoing, role-specific training and upskilling.
- Recognize and reward adoption and best practices.
- Use creative engagement—events, campaigns, and peer learning.
- Track progress and adapt strategies as needed.

A Human-Centered Approach to Change and Adoption

Evolving Teams: Integrate digital labour and AI agents with human talent for flexible, diverse teams.

Collaboration: Foster new mindsets and skills for effective teamwork between people and AI.

Personalized Change Plans: Tailor strategies to specific roles and functions, recognizing that AI impacts each area differently.

Human-First Value Proposition: Demonstrate commitment to employees by investing in talent, supporting career pathways, and fostering trust and engagement.

Measuring Impact: Track progress, measure value realization, and adjust plans to maximize both human and AI contributions.

Skilling Strategies: Building Workforce Capability

- **Prioritize future-proof skills:** Focus on critical thinking, adaptability, ethical judgment, creative problem-solving, communication, and AI literacy.
- **Personalize learning:** Tailor upskilling and change management to each role.
- **Continuous training:** Shift from one-time sessions to ongoing, role-specific learning.
- **Blend formats:** Combine workshops, self-paced modules, peer learning, and hands-on projects.
- **Assess progress:** Use proficiency scales and skills assessments to identify gaps and track development.

Skilling for AI Adoption



AI Training Gap

Only **24% of Canadians** have received AI training (vs. 39% globally).



Future Skills Need

By 2030, **60% of the global workforce** will need new digital skills.

Sources: Work Trend Index, October 2025;
KPMG in Canada survey of 349 public servants, September 2025

IPAC AI Learning Hub

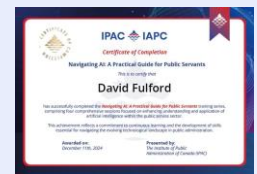
Discover practical resources and training tailored for public sector professionals at the IPAC AI Learning Hub.



Certificate of Completion

All session viewings must be completed by **January 28** to be eligible for a certificate. Certificates will be issued after January 28 through the platform certifier.io.

Please be advised that **IPAC cannot respond to certificate-related inquiries or update requests before January 28, 2026.**



Reach out to us



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