

# Build bridges in the AI ecosystem

IN COLLABORATION WITH

**esme**  
LEARNING



# Contents

---

## **Contents**

<b>Overview</b>	<b>2</b>
<b>Curriculum</b>	<b>3</b>
<b>How You Will Learn</b>	<b>5</b>
<b>Key Course Outcomes</b>	<b>6</b>
<b>Your Instructors</b>	<b>7</b>
<b>The Esme Learning Advantage</b>	<b>9</b>
<b>Is the Class Right for You?</b>	<b>10</b>
<b>Enroll Now</b>	<b>11</b>
<b>Technical Requirements</b>	<b>12</b>

# Overview

---

## **Harness AI as a leadership tool for creating innovative systems and organizations**

Throughout this course, participants reflect on the leaders they are, the leaders they could be, the tools they can use to create an organization of learning and innovation and the resources available to plan for the future.

Connecting Leadership and Artificial Intelligence (AI), managers, directors and CEOs will learn how AI technology can amplify current leadership practices to improve individual, team and organizational leadership capabilities.

In this six-week online course, leaders will gain new leadership capabilities to improve the ability of their teams to innovate and succeed, and to help their organizations act with agility and purpose.



**Alex Pentland, Faculty Director**  
Professor, Institute for Data Systems and Society



**Deborah Ancona, Faculty Director**  
Seley Distinguished Professor of Management  
and MIT Professor, Organization Studies

# The Learning Journey

This project-based course walks you through, step-by-step, how to introduce and manage change within your organization using AI.

**Orientation:** An overview of the course, the next-generation AI platform used to deliver it, and the community of fellow AI innovators and leaders.

## Module 1: AI + Leadership

Establish a foundational understanding of how to use AI as a tool for effective leadership. Learners will also explore the process of creating an organization as a system of innovation by examining:

- Individual leadership strengths, aspirations and growth opportunities
- Team capabilities, talents and ways to drive performance
- Organizational structures and culture to support bottom-up and top-down innovation

### Key module concepts include:

- Historical context
- Foundational concepts
- Role of AI + Leadership

## Module 2: Extended Intelligence

Understand innovation at the system level by looking at the organization as a gameboard, where structures and cultures are vital in supporting individuals and teams. Through systems thinking and collective intelligence, learners will make sense of their constantly changing environment and begin to evaluate their organization's current structure.

### Key module concepts include:

- Systems thinking
- Collective intelligence + knowledge
- Architecting the gameboard at the organizational level
- Extended intelligence (EI)
- Autonomy + control

# The Learning Journey continued

## Module 3: Developing a New Leadership Mindset for Data

Explore the role of data as a valuable tool in the decision-making process. Learners are introduced to xTeams and AI tools as aggregators for building and nurturing the types of connections needed, both inside and outside an organization, to support complex knowledge transfer and creative solution-finding through higher levels of cooperation.

### Key module concepts include:

- Developing a leadership mindset for data
- Architecting the gameboard at the team level
- AI tools
- xTeams building and simulation

## Module 4: Developing Your Leadership Signature

Focus on individual leadership capabilities to prioritize innovation, autonomy and control. Participants will learn how to engage in sensemaking, relating, inventing and visioning to build effective teams, tap into organizational wisdom and create agile organizations. Using self-awareness of their strengths, weaknesses and values, participants will develop the capacity to authentically lead across a variety of situations.

### Key module concepts include:

- Individual leadership development
- Key skills
- Future leadership state: envisioning and planning

## Module 5: AI Governance

Analyze organizational and social responsibility to make ethical decisions. Data is the impetus for many big decisions, most of which have legal and social implications. Learn how AI can be used as a sensemaking tool in the decision-making process for all decisions, with a focus on ethics and responsibility.

### Key module concepts include:

- Leadership responsibility
- Strategic implications of AI
- Data regulation
- Ethical standards

## Module 6: AI + the Future of Work

Learn how to use AI technologies to make decisions that are consistent, socially responsible and impactful—with limited oversight. Learners will also examine trends and developments in AI, how to evaluate and choose which technologies to pursue and how to maintain adaptive teams to accelerate transformation

### Key module concepts include:

- AI trends
- Building a culture of innovation
- Planning for a workforce of the future

## Experiential Learning/Project Capstone

During the project capstone component of the course, you will define a business problem, explain how AI can help, and identify the leadership strategy needed to successfully implement the proposed solution.

# How You Will Learn

---

**AI Leadership from MIT** is an online course built specifically for busy executives. The course design incorporates cognitive and neuroscience research to help busy professionals learn faster and more efficiently through the use of AI to enhance the collaborative learning experience and build rapport among course participants.

**Each week you will engage in a mixture of:**

- Digital videos or audio content, augmented by material created exclusively for the **AI Leadership** course from MIT.
- Quizzes and exercises designed specifically to help you understand and retain new information
- Dialogue with expert instructors and your peers via discussion forums and small group sessions
- Simulations and other carefully crafted interactions to provide an engaging learning experience
- Real-life examples that place information in context to help you understand how the concepts delivered in the course material can be applied to your work environment
- AI coaching to improve your and your team's collaboration

**Our high impact programs deliver results:**

- Higher learner engagement
- Improved industry recognition
- Expanded professional networking opportunities
- Increased confidence in career exploration
- Enhanced employability and job security
- Advanced learning opportunities with discounts on future online courses

**Success you can count on:**

- AI-enabled eLearning technology for efficient + effective collaborative learning
- 30x improvement on completion rates compared to other online courses
- Immediate applicability to your career

**Enroll here now.**

# Key Course Outcomes

---

- Learn essential Leadership and AI concepts
- Apply AI tools to leadership processes
- Improve leadership capabilities using AI tools
- Assess and evaluate current leadership mindset, team ability to innovate and reinvent in a changing world, and organizational ability to respond to change
- Envision and plan the future by architecting your organization at all levels - individual, teams and system-wide

COURSE DURATION  
**6 weeks**

---

START DATE  
**7 July 2021**

---

EFFORT  
**7-10 hours per week,  
collaborative online  
learning**

---

INVESTMENT  
**\$3,200**

---





# Your Instructor

---



## **Prof. Alex Pentland, Faculty Director**

**Professor, Institute for Data Systems and Society Media Lab,  
Sloan School**

Alex “Sandy” Pentland is founding faculty director of the MIT Connection Science Research Initiative, which uses network science to access and change real-world human behavior, and is the Toshiba Professor of Media, Arts, and Sciences at the Massachusetts Institute of Technology (MIT). He also holds a triple appointment at MIT in Media Arts and Sciences, Engineering Systems Division and with the Sloan School of Business.

Sandy has helped create and direct MIT’s Media Lab, the Media Lab Asia, and the Center for Future Health. He chairs the IEEE Council on Extended Intelligence, and has been an Advisory Board member for Google, Nissan, Telefonica, the United Nations Secretary General, Monument Capital, and the Minerva Schools.

In 2012 Forbes named Sandy one of the “seven most powerful data scientists in the world”, along with Google founders and the CTO of the United States, and in 2013 he won the McKinsey Award from Harvard Business Review. He is among the most-cited computational scientists in the world, and a pioneer in computational social science, organizational engineering, wearable computing (Google Glass), image understanding, and modern biometrics. His research has been featured in Nature, Science, and Harvard Business Review, as well as being the focus of TV features on BBC World, Discover and Science channels. His most recent books are Social Physics (Penguin) and Building a New Economy (MIT Press).

**Enroll here now.**



# Your Instructor



## **Prof. Deborah Ancona, Faculty Director Seley Distinguished Professor of Management and MIT Professor, Organization Studies**

Deborah Ancona is the Seley Distinguished Professor of Management, a Professor of Organization Studies, and the Founder of the MIT Leadership Center at the MIT Sloan School of Management.

Her pioneering research into how successful teams operate has highlighted the critical importance of managing outside, as well as inside, the team's boundary. This research directly led to the concept of x-teams as a vehicle for driving innovation within large organizations. Ancona's work also focuses on the concept of distributed leadership and on the development of research-based tools, practices, and teaching/coaching models that enable organizations to foster creative leadership at every level.

She is the author of the book, *X-Teams: How to Build Teams That Lead, Innovate, and Succeed* (Harvard Business School Press) and the related articles, "In Praise of the Incomplete Leader," and "Nimble Leadership: Walking the Line Between Creativity and Chaos" (Harvard Business Review). In addition to x-teams, her studies of team performance have also been published in the *Administrative Science Quarterly*, the *Academy of Management Journal*, *Organization Science*, and the *MIT Sloan Management Review*. Her previous book, *Managing for the Future: Organizational Behavior and Processes* (South-Western College Publishing), centers on the skills and processes needed in today's diverse and changing organization. Ancona has served as a consultant on leadership and innovation to companies such as Accenture, BI Pharmaceuticals, Bose, Bristol-Myers Squibb, the International Development Bank, Li & Fung, Scarborough Health Network, Takeda, OCP, W.L. Gore and YPO, and has served on the Board of the Penn Graduate School of Education.

Ancona holds a BA and an MS in psychology from the University of Pennsylvania and a PhD in management from Columbia University.

**Enroll here now.**

A man and a woman are standing in a modern industrial or laboratory setting. The woman, on the left, is wearing a grey patterned dress and holding a tablet. The man, on the right, is wearing a maroon shirt and blue jeans, also holding a tablet. In the background, there is a yellow robotic arm and various pieces of equipment.

# The Esme Learning Advantage

## AI-enhanced collaboration for superior learning outcomes

Using live interactive tools and AI, Esme Learning is transforming the experience of group collaboration through its proprietary, breakthrough technology platform.

The most effective learning experiences occur in small groups who are engaged in problem-solving, creative tasks, or complex decision-making. In an online work environment, when people lack conversational cues, it's hard for teams to build rapport and be successful.

Esme Learning's platform changes the way team members interact in real-time, while video calls are happening. It uses AI to analyze online conversation dynamics and provide real-time personalized feedback to each participant to ensure that the exchange of ideas is not dominated by a single person, and that the conversation is as inclusive as possible. Simple on-screen cues guide participants to more effective team interactions.

## Personalized feedback

The Esme Learning platform analyzes interactions to create a confidential, personalised dashboard that you can use to assess your own work. This report will not be shared with anyone, but allows you to better understand your work, interactions and group dynamic.

## A word on privacy

Esme Learning understands how people interact with each other without monitoring what they say, to help optimize group performance while preserving personal privacy.

# Is the class right for you?

---

Through this course you will better understand what is needed to transform yourself, teams and organizations in an AI-driven economy—giving you the ability to co-create the future by providing new ways to think about the future and new ways to enable that thinking using AI tools.

You will benefit from the course, **AI Leadership from MIT**, if you are:

- A manager, director or CEO
- An entrepreneur, business leader, or executive who wants the strategic insight and actionable knowledge on how to develop, lead, and manage
- A manager, director, or professional in either a private or public sector who has revenue, operational or technology responsibilities
- Intellectually curious and motivated and in the midst of, or aspiring towards, a career transition or looking for future-fit-skills in
- Interested in learning alongside, and building a network with, fellow participants whose titles include:

**Head of Strategy / Chief Information Officer / Digital Innovation Officer**

**Chief People Officer / VP Leadership & Development / Director of Strategy**

**Program Manager / Vice President / Project Director / Program Manager**

**Digital Product Director / Strategy Analyst / CTO / VP Engineering**





# Academic Collaborators

## MIT School of Architecture + Planning

One of the five schools at the Massachusetts Institute of Technology.

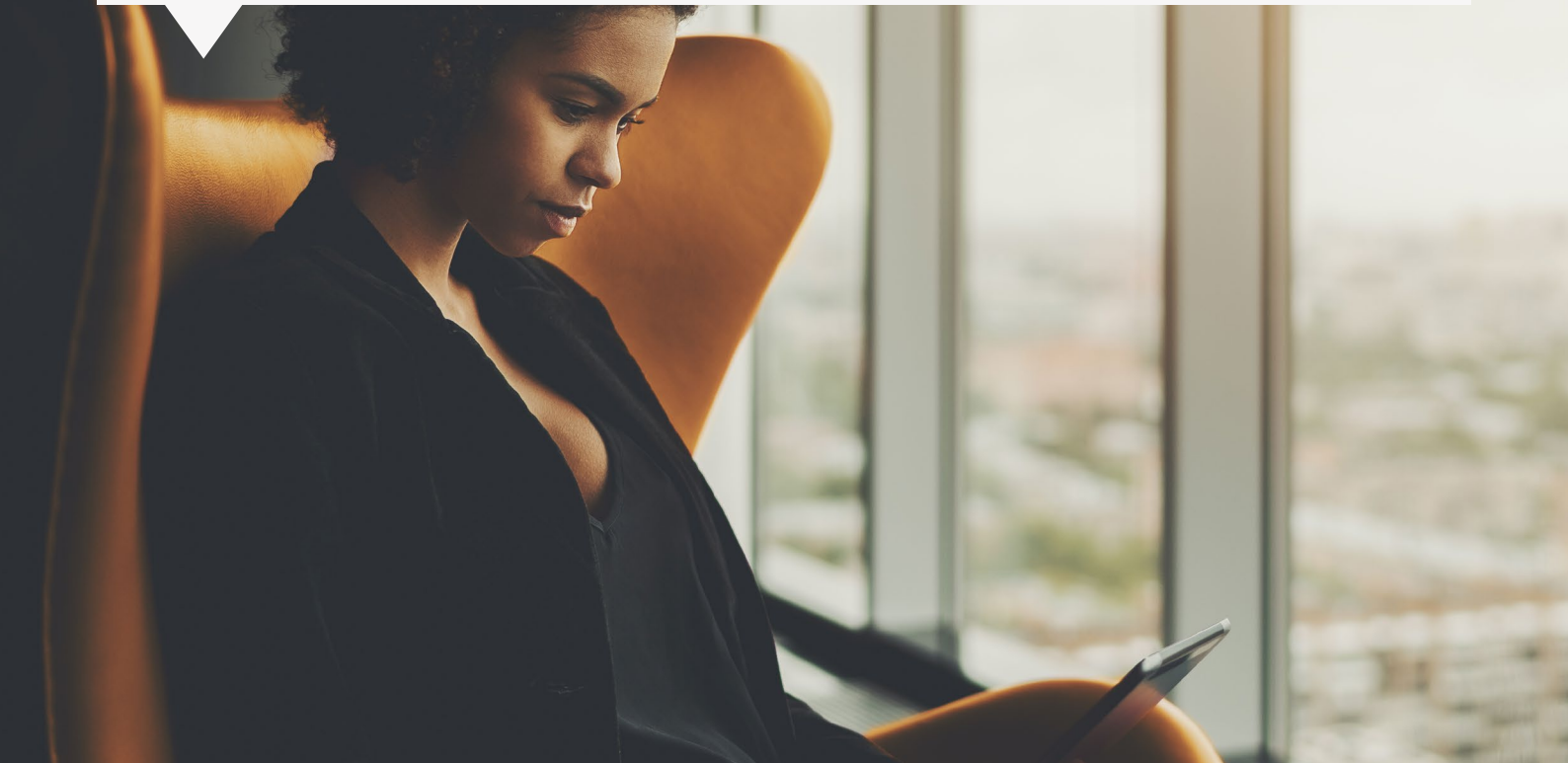
The MIT School of Architecture + Planning (SA+P) believes that humanity's toughest problems occupy the same ground as their solutions: the space between people and their environment. From the day MIT opened its doors and introduced Course 4 as the nation's first academic program in architecture, our faculty, students and alumni have explored the human landscape to discover —and deliver—better futures.

## MIT Sloan School of Management

The MIT Sloan School of Management seeks to develop principled, innovative leaders who improve the world and to generate ideas that advance management practice. MIT Sloan Executive Education's non-degree executive programs are led by senior MIT Sloan faculty and provide business professionals from around the world with a targeted and flexible means to advance their career development goals and position their organizations for future growth. Fueled by faculty research, featuring unique hands-on learning experiences, and aided by cutting-edge technology, our offerings include more than 80 short courses, live online and self-paced formats, and custom programs for organizations.

A blurred photograph of several people walking through a modern office space with glass partitions and wooden paneling. The motion blur suggests a fast-paced, active environment.

**Enroll here now.**



# About Esme Learning

Esme Learning is helping executives and working professionals reinvent themselves for the AI-enabled future, meeting the need to learn new cutting-edge topics and skills at an ever increasing rate as the pace of technology change is transforming the nature of work. Having already pioneered the short-program, a tightly engineered model of learning that has revolutionised how tier one universities deliver online classes, our founders have formed Esme Learning to reinvent learning once again, bringing advanced tools and technologies, including AI tools to enhance the learning experience, demonstrating completion rates above 90% while delivering as much as a 30x improvement over student satisfaction versus other types of digital courses.

In collaboration with MIT, Esme Learning is offering cutting edge courses in AI to equip visionary business leaders with function-specific skills to support data-informed decision making and futuristic knowledge to accelerate careers.

**esme**  
LEARNING  
[www.esmelearning.com](http://www.esmelearning.com)

# Enroll Now



**"This course answers the question: how do I get promoted by knowing something about AI?"**

**- Alex "Sandy" Pentland, Faculty Director**  
Professor, Institute for Data Systems and Society

**Learn from experience.**

**Enroll here now.**

## Technical requirements:

A modern desktop or laptop computer with the following features:

- Operating System: Microsoft Windows or macOS
- Browser: The latest version of Google Chrome, Mozilla Firefox or Microsoft Edge
- An enabled camera and microphone
- An internet connection with a minimum speed of 3 Mbps for both upload and download (10 Mbps is recommended)

Please note, devices other than a desktop or laptop computer are not supported.



Enroll here now.

**Thank you**

IN COLLABORATION WITH

**esme**  
LEARNING

[www.esmelearning.com](http://www.esmelearning.com)