CHANGE MANAGEMENT IN THE AGE OF AI

A Practical Handbook for Business Leaders

Compiled and Edited by

Sylvanity AI Board

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Preface

This book is a practical, leadership-oriented guide for navigating the organizational change that comes with the adoption of AI. In an era filled with confusing headlines, it is hard for leaders to know where to start. This handbook is designed to cut through that noise and offer a clear path, especially for leaders and managers in small- and mid-market businesses. It is part of the Sylvanity Essential AI & Automation Series, which we created to empower individuals and SMEs to travel successfully through the age of AI.

We have distilled the essential, time-tested concepts of change management, but we look at all of them through the unique window of Artificial Intelligence. This is not just another book on change; it is a guide to the human dynamics of AI adoption. We firmly believe that this is, at its core, a human challenge, not just a technical one. That is why we have placed such a deep emphasis on the psychology of change: what your people are feeling, why they might resist, and how to build the commitment, trust, and psychological safety needed for real success.

We also know you are busy. We have tried to make this handbook concise and to the point, while still being complete. You will not find abstract theory or dry lists. Instead, we use a continuous narrative of stories and practice to make the concepts stick. You can read it cover-to-cover or just dip into the chapters you need right now.

This guide comes from the Sylvanity AI team, and we bring decades of combined experience in both artificial intelligence and organizational management. We have seen firsthand what works and what doesn't. Although this book is designed to be a comprehensive guide, we know that every business is unique. Our team is always ready to provide further consultancy to help you apply these ideas to your specific situation.

Finally, this work is a conversation. We would be genuinely happy

to have your feedback on how this handbook helped you and what we can improve for the next edition. We welcome your valuable comments at info@sylvanity.eu. We hope it gives you clarity and confidence to lead the way.

With best regards,
The Sylvanity AI Board
October 2025