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Human-Centered Change in the Age of Technology, Research-Based Soft Skills Learning

Course Specifications
Course Number: AOB76–013_rev1.0
Course Length: 29 min

Human skills at the core of technological transformation

The development of technology is reshaping structures, roles, and ways of working—but change always happens within people. This tutorial package strengthens an organization's ability to combine technological renewal with human-centered leadership. It supports individual well-being, team collaboration, and the entire organization's capacity for change in a context where learning and adaptability are decisive.

Benefits of this solution

- Strengthens human skills in the midst of technological change
- Increases psychological safety and readiness for change
- Supports transformational and participatory leadership
- Clarifies the meaning of change at both individual and team levels
- Builds a culture of continuous learning
- Helps integrate AI, data, and human decision-making

Human-Centered Change in the Age of Technology Tutorial package includes the following tutorials

Technological Change Is a Human Process, Quick-Tutorial (3 min)
When technology changes, people need to change with it and keep up the pace. This video explains why rolling out a new tool is, above all, a human change process. You'll also hear why so many technological implementations go off tracks.

People Skills in the Age of Technology, Quick-Tutorial (3 min)
Technology is developing rapidly, but human skills hold the key to unlocking the full value of new and emerging tools. In this video, we explore the importance of human skills in the era of technological disruption and artificial intelligence. Watch the video for tips on how to keep up with the change!

Three Levels of Change: Individual, Team, and Organization, Quick-Tutorial (4 min)
To build lasting change, the effort of all levels is needed: individuals, teams, and the entire organization. In this video, we uncover how each level experiences change, what they need to succeed, and which small and practical actions help people adapt.

Change Can't Be Led Alone, Quick-Tutorial (4 min)

Change tends to slow down the moment it's left on one person's shoulders. In this video, we discuss how learning and working together can lighten the load for the change leader and help momentum build. The video is suitable for both those leading change, and for those on the change journey.

Psychological Safety as the Engine of Change, Quick-Tutorial (4 min)

Change doesn't fail because of technology, it fails when people don't feel safe to speak up. This video shows why psychological safety is the true engine of successful change. You'll learn how trust, empathy, and open dialogue help teams move from silence to shared learning. If you want change to stick, start by creating a safe workplace where people dare to be honest, curious, and interested in what others have to say.

Clarity and Meaning in Times of Change, Quick-Tutorial (4 min)

Most of us have experienced a change process that didn't go as planned. Why do you think that was? What was your role in the process? Changes are often ambiguous, complex, and uncertain. In these moments clarity becomes essential: understanding the purpose of the change, why it matters, and what is actually changing. This responsibility doesn't rest on leaders alone – we all have a role in making change more meaningful. This video explores how teams can build understanding and meaning together, even in times of uncertainty.

Learning Is at the Heart of Change, Quick-Tutorial (4 min)

We humans are not machines: we can't operate at the same speed as software. Yet during a technological change, we're often expected to quickly absorb the new information and turn it into lasting changes in how we work. This video explores why learning, unlearning, experimentation, and even failure take time. And more importantly, why that time is essential for sustainable change.

Change Is a Continuous Journey, Quick-Tutorial (4 min)

Change is a journey! Life and work don't have to be about constantly keeping up with new technologies and tools. Instead, when it's guided by shared goals, open dialogue, and clear responsibilities, change can support our everyday work. This video explores how we can move through continuous change in a more humane, meaningful way.