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LEADERSHIP DEVELOPMENT — VERIFIED

The Hybrid-Team Leader: Deploying AI Agents Responsibly at Vayu FinServe

Program · Directors and senior managers now leading teams that use AI tools and agents every day ·
One quarter · India (Bengaluru, and nearby hubs)

Prepared for Vayu FinServe — a mid-size Indian digital-lending & wealth-management firm (~4,000 people, Bengaluru HQ)

Generated 31 July 2026

Every named source in this document has been independently verified against a live source and cited. Nothing unverified appears, and no real person, provider or organisation is named unless Aimicus has confirmed it.

CONTENTS

1. Themes in focus
2. Overview & rationale
3. Program at a glance
4. Learning objectives
5. Design & modalities
6. Module 1 — From AI Tool to AI Teammate: The Leader's New Mental Model
7. Module 2 — Task Boundaries, Governance, and the Human-in-the-Loop
8. Module 3 — Judgment, Creativity and Leading Through the Transition
9. Weeks 6 and 10 — Connecting Thread and Capstone Showcase
0. Keynote & inspiration
1. Capstone projects
2. Measurement & evaluation
3. Rollout
4. Pre-reads & priming — from your discovery
5. Development methods & approaches — from your discovery
6. Recommended providers — from your discovery
7. Verified local providers — India (Bengaluru, and nearby hubs)
8. Immersive learning visits — India (Bengaluru, and nearby hubs)

BUILD YOUR DESIGN

YOUR LD DESIGN

The Hybrid-Team Leader: Deploying AI Agents Responsibly at Vayu FinServe

Program · Directors and senior managers now leading teams that use AI tools and agents every day · One quarter · India (Bengaluru, and nearby hubs) · 1 theme

THEMES IN FOCUS

The verified core idea and 2026 reframe behind this design.

Leading Teams That Work Alongside AI Agents

The capability to orchestrate hybrid teams of human workers and autonomous AI agents—setting intent, allocating tasks, maintaining accountability, preserving human judgment, and building the trust and governance structures that make such teams productive and ethical.

2026 reframe — In 2026 the framing has shifted from 'AI as tool' to 'AI as teammate': leaders are now expected to onboard, delegate to, and quality-check AI agents much as they would new hires, while simultaneously protecting the social, ethical, and creative dimensions that agents cannot supply.

OVERVIEW & RATIONALE

Vayu FinServe's Directors and senior managers now run teams where AI agents handle underwriting analysis, customer-query triage, research drafting and reconciliation — yet the firm's own context brief flags three live failure modes: over-reliance eroding independent judgment, uneven adoption breeding anxiety, and governance gaps where no one clearly owns an AI-assisted decision. The 2026 leadership challenge is no longer *whether* to adopt AI agents but *how to lead hybrid human–AI teams* responsibly: onboarding and delegating to agents as you would new hires, while protecting the judgment, accountability and customer trust that RBI regulation and Vayu's 3 million retail customers require. This ten-week, cohort-based program equips 40–60 Directors and senior managers to do exactly that — through verified field-research, live Bengaluru immersions, and a capstone governance artefact they present to the CHRO.

PROGRAM AT A GLANCE

Parameter	Detail
Organisation	Vayu FinServe (digital lending & wealth management, ~4,000 people, Bengaluru HQ)
Audience	40–60 Directors and senior managers leading AI-

	assisted teams
Format	Cohort-based · three intensive live modules (in-person, Bengaluru) · weekly digital micro-learning between modules · two Bengaluru immersive visits · team capstone
Timeframe	One quarter (10 weeks)
Region	India — Bengaluru HQ; Mumbai and Hyderabad participants join live modules in Bengaluru
Goal	Equip leaders to deploy AI and AI agents responsibly — keeping human judgment and trust central — while lifting team productivity and decision quality
Strategic imperatives addressed	Scale AI-assisted underwriting responsibly · Move from AI tools to AI agents with humans in the loop · Grow hybrid-team leadership · Strengthen governance in regulated decisions
Leadership challenges targeted	Over-reliance & thinning independent judgment · Uneven adoption & role anxiety · Governance gaps in AI-assisted decisions
Key constraints	RBI explainability & fairness expectations · Distributed cohort (3 cities) · Budget-conscious: internal capability + selective external inputs · Board-facing evidence required
Desired outcomes	Deploy AI/agents responsibly · Protect human judgment · Run human-in-the-loop governance · Lift team productivity and morale
Emphasis	Responsible AI · Human judgment · Practical governance · India-relevant and Bengaluru-grounded delivery

LEARNING OBJECTIVES

By the end of the program, participants will be able to:

1. **Orchestrate hybrid teams** — allocate tasks between human team members and AI agents using a structured task-boundary framework, with explicit rationale for each decision.
2. **Brief and quality-check AI agents** — write clear AI task briefs, set output standards, and run trust-but-verify reviews that preserve their own analytical independence.
3. **Govern AI-assisted decisions** — define and document who owns accountability for every AI-touched decision in their function, aligned to RBI expectations on explainability, fairness and audit.
4. **Counter over-reliance and diversity collapse** — recognise when AI assistance is compressing creative variance or displacing judgment, and apply deliberate techniques to restore strategic differentiation.

5. **Sustain human trust and team morale** — communicate transparently with their teams about role evolution, address adoption anxiety, and protect the relational and creative work that agents cannot supply.
6. **Measure and improve hybrid-team performance** — use a team-pulse approach to track task-reversion rates, output confidence, and morale, and act on patterns before they compound.

DESIGN & MODALITIES

The program is structured as three intensive in-person modules across ten weeks, with daily micro-learning bridging them and two immersive lab visits embedded in Modules 1 and 2. Each module is facilitated in Bengaluru; Mumbai and Hyderabad participants travel for the live sessions, keeping cohort bonds strong.

MODULE 1 — FROM AI TOOL TO AI TEAMMATE: THE LEADER'S NEW MENTAL MODEL

Weeks 1–2 · Full-day in-person session (Bengaluru) + immersive visit

Theme: Shifting from 'AI as tool' to 'AI as teammate' — what that means for delegation, trust and accountability at Vayu.

Pre-reads assigned in Week 1 (before the session):

- [Ethan Mollick, *Co-Intelligence: Living and Working with AI* \(2024\)](#) — Chapter selections on treating AI as co-worker and experimenting to find genuine new value.
- [WEF, *Leaders Will Soon Be Managing AI Agents* \(2025\)](#) — The sevenfold growth in AI-fluency demand and what the 39% skills-disruption figure means for a fintech leadership pipeline.
- [Sam Altman, TED2025 talk on ChatGPT, AI Agents and Superintelligence](#) — 30-minute watch; primes the opening provocation.

Session activities:

- **Opening provocation:** Facilitator presents Vayu-specific data on current AI-tool usage across underwriting, wealth advisory, and reconciliation functions. Participants map where they currently sit on a spectrum from 'AI as calculator' to 'AI as colleague,' and name their honest concerns — surfacing the adoption anxiety and over-reliance signals the context brief identified.
- **Agent Onboarding Sprint:** In cross-functional pairs (lending + wealth), participants 'hire' a suite of AI agents for a realistic Vayu scenario — e.g., assembling a first-line credit-risk brief on an MSME applicant. They write task briefs, assign agent roles, review outputs, and give structured feedback. Debrief draws on Mollick's insistence on relentless experimentation: what surprised you, where did you over-trust, what would you do differently tomorrow?

- **Immersive visit — Microsoft Innovation Hub, Bengaluru:** Following the morning session, the cohort moves to the [Microsoft Innovation Hub – Bengaluru](#) for a facilitated session on Copilot and Azure AI agents in financial-services workflows. Leaders see live agent deployments and use the envisioning theatre to frame their own function's next six months. This grounds the program in Bengaluru's tech ecosystem from day one and makes the 'AI-as-teammate' frame tangible.

Bridge (Weeks 1–2) — Daily Agent-Leadership Nudges: From the day after Module 1, participants receive a daily 3-minute nudge via WhatsApp or Teams — one concrete action per day: write a better AI brief, audit one agent output for unexplained logic, check in with a team member whose role touches an AI-assisted workflow. These nudges run for four weeks, building deliberate orchestration habits in the flow of work, not in a classroom.

MODULE 2 — TASK BOUNDARIES, GOVERNANCE, AND THE HUMAN-IN-THE-LOOP

Weeks 3–5 · Full-day in-person session (Bengaluru) + immersive visit

Theme: Deciding what stays human — and building the governance structures that make that decision stick under RBI scrutiny.

Pre-reads assigned in Week 3:

- [Dell'Acqua, Sadun & Lakhani, *The Cybernetic Teammate* \(HBS Working Paper 25-043, 2025\)](#) — The P&G field experiment showing AI can replicate expertise-sharing and positive affect, compelling organisations to rethink team structure entirely.
- [Scott Nover, *When AI Joins the Team, Better Ideas Surface* \(HBS Working Knowledge, October 2025\)](#) — A readable synthesis of the same research for leaders who will not read the full paper.
- [Colin M. Fisher & Sarah Touzani, *Weary Managers of the World, Get Ready to Learn a New Skill* \(Fortune, September 2025\)](#) — Direct framing of accountability when an agent makes a consequential decision.

Session activities:

- **Human-AI Task Boundary Mapping:** Each participant brings one live workflow from their own function (e.g., credit-decision memo, portfolio-rebalancing recommendation, customer-complaint triage). Using a facilitated three-column canvas — *human-only* / *AI-only* / *shared* — cross-functional teams debate which tasks to keep human because of ethics, RBI explainability requirements, relationship value, or judgment complexity. Outputs are codified as a first draft of the team's governance charter. The Cybernetic Teammate research anchors why this is harder than it looks: when AI can replicate expertise-sharing and positive affect, the rationale for keeping humans must be sharper and more explicit.

- **Human-AI Accountability Fishbowl (emerging method):** An inner circle of six leaders debates a realistic Vayu scenario: an AI agent approved a digital-lending limit increase without human review; the customer subsequently defaulted and complained of unfair treatment. The outer circle observes without speaking, then challenges: where did the governance fail, who owned that decision, and what audit trail exists? Structured debrief surfaces where human judgment must remain sovereign in a regulated fintech and produces a shortlist of non-negotiable human-review triggers for each function — directly usable in RBI audit preparation.
- **Immersive visit — Cognizant India AI Lab & Moment Studio, Bengaluru:** The afternoon moves to the [Cognizant India AI Lab & Moment Studio](#), which opened in December 2025 and specialises in agentic architectures and responsible AI. Leaders walk through live multi-agent system designs and see how human-in-the-loop checkpoints are engineered at the system level — connecting their governance charter work to the technical reality of how agents are built and audited.

Bridge (Weeks 4–5) — Team-Pulse Dashboard setup: With cohort consent and full transparency, each participant enables an anonymised Team-Pulse Dashboard for their own team — tracking task-reversion rates (times humans override an agent output), response latency on AI-assisted tasks, and a weekly self-reported confidence score. Coaches use aggregated cohort patterns — never individual data — in the Module 3 debrief. Participants are coached to share aggregate results with their own teams, modelling the transparency they are asking of their people.

MODULE 3 — JUDGMENT, CREATIVITY AND LEADING THROUGH THE TRANSITION

Weeks 7–9 • Full-day in-person session (Bengaluru)

Theme: Protecting creative variance and human judgment; leading people through role change; presenting a governance artefact to the CHRO.

Pre-reads assigned in Week 7:

- [Ju & Aral, *Collaborating with AI Agents: Field Experiments on Teamwork, Productivity, and Performance* \(MIT IDE, 2025\)](#) — The ~60% productivity gain and diversity-collapse finding; the central leadership trade-off Vayu's leaders must manage.

Session activities:

- **Diversity-Collapse Reflection Lab:** Participants bring a real output their team produced with AI assistance over the previous month (a credit memo, a wealth advisory summary, a compliance report). In trios they audit it: where has AI smoothed away variance, normalised the analysis, or removed the distinctive judgment that a relationship manager or credit analyst would have supplied? Each trio then deliberately reintroduces human divergence — a contrarian scenario, a customer-empathy lens, a regulatory edge case — and notes what was recovered. Grounded in Ju & Aral's finding that the ~60% productivity gain comes at the cost of creative variance; at Vayu, where explainability and fairness are regulatory requirements, that variance matters.
- **Agent-Boss Role Play:** Leaders practise the full 'agent-boss' cycle in a live AI environment — composing an AI team for a wealth-advisory scenario, setting expectations, monitoring early outputs for bias and logic gaps, running a trust-but-verify review, and deciding when to override. Debrief focuses on what felt familiar from people leadership and what required genuinely new instincts: the inability to read body language, the risk of plausible-sounding errors, the need for explicit written standards rather than tacit norms.
- **Hybrid-Team War Game (emerging method):** Two competing 'firms' — each staffed by a cross-functional sub-group — run a 90-minute simulated lending-market scenario. Each team deploys a mix of human analysts and AI agents and makes real-time task-allocation decisions. A facilitator-controlled model adjusts speed, quality and risk outcomes as autonomy thresholds shift — forcing leaders to experience, viscerally, how oversight design choices translate into audit risk and customer outcomes. Debrief connects directly to each team's governance charter from Module 2.
- **Team-Pulse Dashboard debrief:** Aggregated cohort data from the four-week bridge period is presented anonymously. Coaches surface patterns — functions with high task-reversion rates, departments where AI confidence scores dropped week-on-week — and the cohort diagnoses root causes and commits to adjustments.
- **Capstone briefing and team formation:** Final 45 minutes — capstone projects are scoped and teams confirmed for the Week 10 presentation.

WEEKS 6 AND 10 — CONNECTING THREAD AND CAPSTONE SHOWCASE

Week 6 is a lighter bridge week: a 90-minute virtual peer-learning circle where cross-city groups share what they have tried from Module 2's governance charter, what has worked and what has stalled. Facilitated by an internal Vayu L&D practitioner, this maintains cohort momentum without requiring travel.

Week 10 is the Capstone Showcase — a half-day in-person session at Vayu's Bengaluru HQ where teams present their capstone projects to the CHRO, CPO and selected board members. This is the board-facing evidence moment the context brief requires.

External academic anchor — IIIT Bangalore:

Given Vayu's budget-conscious stance, the design recommends engaging [IIIT Bangalore's Executive Programme in Generative AI for Leaders](#) as the external academic backbone. Its 5-month dual-certified structure is longer than this program, but its agentic AI leadership frameworks, agent-platform content and 90-day deployment roadmap capstone can be drawn on selectively — specifically to inform the task-boundary and governance charter work in Module 2 and to provide a shared conceptual vocabulary for the cohort. IIIT-B faculty can be commissioned for a single masterclass session within Module 1 or 2, keeping cost contained. For participants who want deeper technical grounding after the program, the [IIIT Bangalore CTO & AI Leadership Programme](#) and [ISB Executive Education Leadership with AI Programme](#) are natural next steps — surfaced to participants at the capstone as personal development pathways, not program requirements.

The [MeitY-NASSCOM CoE for IoT & AI](#) in Bengaluru is recommended as a secondary immersive option: its co-innovation workshops on agentic systems for enterprise leaders are low-cost and high-relevance, and a half-day visit can replace or supplement the Cognizant visit depending on scheduling.

KEYNOTE & INSPIRATION

[Ethan Mollick](#) — Wharton professor and author of *Co-Intelligence*. Recommended for the opening of Module 1, delivered virtually (live Q&A, 45 minutes). Mollick's framing of AI as co-worker and co-teacher, and his insistence on leaders experimenting relentlessly to find genuine new value, directly primes the Agent Onboarding Sprint and anchors the program's core provocation. His work is already assigned as pre-reading, so a live session creates immediate intellectual continuity. The Q&A should be directed toward Vayu-specific scenarios: regulated consumer lending, wealth advisory, and the human-in-the-loop governance question.

[Fabrizio Dell'Acqua, Raffaella Sadun & Karim R. Lakhani](#) — Authors of the Cybernetic Teammate field experiment. Recommended for a recorded or live research briefing at the start of Module 2 (20–30 minutes). The P&G experiment is directly analogous to Vayu's challenge — a large organisation rethinking team structure as AI replicates expertise-sharing. Having the researchers present the findings in their own voice, before the task-boundary mapping exercise, substantially raises the credibility and urgency of that work for a data-led audience.

CAPSTONE PROJECTS

These are illustrative projects; final scopes are confirmed with participants at the end of Module 3.

1. Hybrid-Team Governance Charter (by function)

Each functional team — e.g., credit underwriting, wealth advisory, compliance — produces a one-page governance charter that specifies: which decisions AI agents may make autonomously; which require human review before execution; what the audit trail looks like; and how the team will catch and correct AI-driven fairness issues. Charters are reviewed against a simplified RBI explainability checklist. Presented to the CHRO and CPO at Week 10; adopted or iterated within 30 days. This artefact is the primary board-facing evidence of behaviour change.

2. AI Agent Deployment Plan with a 60-Day Pilot Roadmap

Cross-functional pairs design a deployment plan for one AI agent or agent workflow not currently in use at Vayu — e.g., a first-line wealth-query agent, an automated reconciliation agent, or an AI-assisted credit-memo drafting agent. The plan covers: task-boundary decisions, human-override triggers, team communication approach, and a 60-day success metric. Presented as a business case the CHRO can escalate to the technology and risk teams.

3. Team-Pulse Report and Adjustment Commitment

Each participant presents a 10-minute analysis of their own team's four-week pulse data: what the task-reversion rates and confidence scores reveal about current delegation habits, what one governance or workflow adjustment they have already made, and what they commit to doing differently in the next quarter. This serves as a behaviour-level evidence exhibit — aggregated across the cohort, it gives the CHRO a direct read on change in leader practice.

MEASUREMENT & EVALUATION

Level	Indicator	When to capture
Reaction	Post-session net promoter score; open comments on relevance to Vayu's regulated context	Immediately after each module
Learning	Pre/post knowledge check: task-boundary decisions, governance triggers, diversity-collapse recognition	Before Module 1 and after Module 3
Behaviour	Task-reversion rates in Team-Pulse Dashboard; number of governance charters adopted and in active use; self-reported frequency of trust-but-verify reviews (manager survey)	Weeks 6, 10 and 30 days post-program
Results	AI-assisted workflow quality incidents reported to risk team;	Week 10 capstone; 60-day post-program review

team-reported confidence in AI-assisted decisions; HR-tracked adoption evenness across functions
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ROLLOUT

Week	Activity
Weeks –2 to 0	Cohort confirmed (40–60 leaders across Bengaluru, Mumbai, Hyderabad); pre-read pack distributed; Team-Pulse consent process run; IIIT-B faculty briefed; Microsoft Innovation Hub and Cognizant Lab visits confirmed
Weeks 1–2	Module 1 — in-person Bengaluru: AI-teammate mental model, Agent Onboarding Sprint, Microsoft Innovation Hub visit · Daily nudges begin
Weeks 2–4	Bridge: daily nudges continue; participants draft initial task-boundary canvas for their function
Weeks 3–5	Module 2 — in-person Bengaluru: Task Boundary Mapping, Accountability Fishbowl, Cognizant AI Lab visit · Team-Pulse Dashboard enabled
Week 6	Virtual peer-learning circle (90 min, cross-city groups); governance charter drafts shared for peer critique
Weeks 7–9	Module 3 — in-person Bengaluru: Diversity-Collapse Lab, Agent-Boss Role Play, Hybrid-Team War Game, Team-Pulse debrief, capstone scoping
Weeks 8–9	Capstone preparation: teams develop charters, deployment plans and pulse reports; coaching check-ins
Week 10	Capstone Showcase — half-day in-person, Bengaluru HQ: presentations to CHRO, CPO and board observers; governance charters formally submitted
30 days post	Follow-up survey on behaviour indicators; pulse data reviewed; personal development pathways (IIIT-B, ISB) communicated to interested participants

Draft design — tell me what to adjust (audience, length, emphasis, budget, tone, region) and I'll refine it.

PRE-READS & PRIMING — FROM YOUR DISCOVERY

Verified talks, articles and foundational work to prime the cohort ahead of the modules above.

OpenAI's Sam Altman Talks ChatGPT, AI Agents and Superintelligence — Live at TED2025 · TED Talk · Sam Altman (TED2025, April 2025)
www.ted.com · Leading Teams That Work Alongside AI Agents

Weary Managers of the World, Get Ready to Learn a New Skill: Leading All the AI Agents and Bots Whose Work You'll Be Accountable For

Article · Colin M. Fisher & Sarah Touzani (Fortune, September 2025)

dc.fortune.com · Leading Teams That Work Alongside AI Agents

When AI Joins the Team, Better Ideas Surface

Article · Scott Nover, featuring Dell'Acqua, Sadun & Lakhani (HBS Working Knowledge, October 2025)

www.library.hbs.edu · Leading Teams That Work Alongside AI Agents

Ethan Mollick

Co-Intelligence: Living and Working with AI (Portfolio/Penguin, 2024)

www.penguinrandomhouse.com · Leading Teams That Work Alongside AI Agents

Fabrizio Dell'Acqua, Raffaella Sadun & Karim R. Lakhani

The Cybernetic Teammate: A Field Experiment on Generative AI Reshaping Teamwork and Expertise (HBS Working Paper 25-043, 2025)

www.hbs.edu · Leading Teams That Work Alongside AI Agents

Harang Ju & Sinan Aral

Collaborating with AI Agents: Field Experiments on Teamwork, Productivity, and Performance (MIT IDE / MIT Sloan, 2025)

ide.mit.edu · Leading Teams That Work Alongside AI Agents

World Economic Forum

Future of Jobs Report 2025 & 'Leaders Will Soon Be Managing AI Agents' (WEF, 2025)

www.weforum.org · Leading Teams That Work Alongside AI Agents

DEVELOPMENT METHODS & APPROACHES — FROM YOUR DISCOVERY

Illustrative ways to build these capabilities — including newer, more interesting methods — to draw on across the modules above.

Agent Onboarding Sprint · illustrative

Participants 'hire' a suite of AI agents for a realistic project, writing briefs, assigning tasks, and reviewing outputs—experiencing first-hand what delegation, trust-building, and performance feedback look like with non-human teammates.

Leading Teams That Work Alongside AI Agents

Human-AI Task Boundary Mapping · illustrative

Teams use a facilitated canvas to map every workflow task against three columns—human-only, AI-only, shared—debating which tasks to keep human because of ethics, judgment, or relationship value, and codifying those decisions as team governance.

Leading Teams That Work Alongside AI Agents

Diversity-Collapse Reflection Lab · illustrative

Based on Ju & Aral's finding that AI collaboration raises average quality but compresses creative variance, participants audit a real output produced with AI assistance, then deliberately introduce human divergence to restore strategic differentiation.

Leading Teams That Work Alongside AI Agents

Agent-Boss Role Play · illustrative

Leaders practise the 'agent-boss' posture—composing an AI team, setting clear expectations, monitoring early outputs, and running 'trust-but-verify' reviews—using a live AI environment, then debriefing on what felt familiar from people leadership and what required new instincts.

[Leading Teams That Work Alongside AI Agents](#)

The Human-AI Accountability Fishbowl · Fishbowl dialogues & structured facilitation · illustrative

An inner circle of leaders debates a real ethical dilemma—e.g., an AI agent made a consequential customer decision without human review—while an outer circle observes and then challenges. Structured debrief surfaces where human judgment must remain sovereign and how to build governance norms that the whole team owns.

[Leading Teams That Work Alongside AI Agents](#)

Hybrid-Team War Game · Business war-gaming & decision simulators (digital twins) · illustrative

Participants run a competitive scenario in which their 'company' deploys human-AI hybrid teams against a rival. A digital twin models different task-allocation decisions in real time, forcing leaders to experience how agent autonomy, oversight thresholds, and workflow design choices translate into speed, quality, and risk outcomes.

[Leading Teams That Work Alongside AI Agents](#)

Daily Agent-Leadership Nudges · Embedded micro-learning & nudges · illustrative

A sequence of 3-minute nudges—delivered in the flow of work via a messaging platform—prompts leaders each day with one concrete action: write a better AI brief, audit an agent output for bias, or check in with a human team member displaced by automation. Over four weeks this builds deliberate orchestration habits without requiring time away from work.

[Leading Teams That Work Alongside AI Agents](#)

Team-Pulse Dashboard for Human-AI Workflows · Real-time behavioural & sentiment analytics (used ethically) · illustrative

With full transparency and team consent, an anonymised dashboard tracks indicators such as task-reversion rates (humans overriding AI), response latency, and self-reported confidence in AI outputs. Coaches use aggregated patterns—never individual surveillance—to guide cohort debriefs and help leaders adjust delegation boundaries before problems compound.

[Leading Teams That Work Alongside AI Agents](#)

RECOMMENDED PROVIDERS — FROM YOUR DISCOVERY

Real institutions and public programmes, verified in Discovery. Confirm current details before engaging.

Harvard Business School AI Institute – Digital Reskilling Lab · North America · Research-linked executive programmes & workshops

Co-leads field research on AI and teamwork (Cybernetic Teammate) and translates findings into leadership development through the HBS AI Institute.

aiinstitute.hbs.edu · [Leading Teams That Work Alongside AI Agents](#)

MIT xPRO – AI Strategy and Leadership Programme · North America · Online, 12-week

Equips senior technology leaders to harness AI strategically, combining leadership development with AI implementation frameworks for managing disruption responsibly.

executive-ed.xpro.mit.edu · [Leading Teams That Work Alongside AI Agents](#)

Wharton Executive Education – Leadership Programme in AI and Analytics · North

America · Online + optional on-campus, 6 months

Six-month programme covering machine learning, data governance, ethical AI, and workforce transformation for senior executives guiding AI-related decisions.

online-execed.wharton.upenn.edu · Leading Teams That Work Alongside AI Agents

Stanford HAI – Advanced AI Leadership Executive Education Programme · North America ·

In-person residential (annual cohort)

Immersive residential programme for senior executives committed to human-centred AI, taught by Stanford HAI faculty across AI strategy, governance, and leadership.

hai.stanford.edu · Leading Teams That Work Alongside AI Agents

INSEAD – Reinventing Teams with AI Programme · Europe / Asia (Singapore & Fontainebleau) ·

In-person with VR simulations

Focused specifically on team-level human-AI collaboration; leaders redesign workflows, decide which tasks to give AI vs. keep human, and practise through live AI simulations.

www.insead.edu · Leading Teams That Work Alongside AI Agents

IMD Business School – Leading Teams in the AI Era Sprint · Europe (Lausanne) / Singapore ·

Intensive in-person sprint (5 sessions)

Rigorous practice-based sprint for mid-to-senior managers; includes high-stakes simulations with AI as a full team member, decision override scenarios, and personal leadership commitments.

www.imd.org · Leading Teams That Work Alongside AI Agents

University of Chicago – Strategic Leadership in the Age of Generative and Agentic AI ·

North America · Online certificate programme

Designed for leaders who influence AI decisions without coding; covers agentic AI strategy, ROI evaluation, and responsible AI-enabled change management.

professional.uchicago.edu · Leading Teams That Work Alongside AI Agents

Gordon Institute of Business Science (GIBS), University of Pretoria · Africa (Johannesburg)

· In-person executive programmes

Africa-rooted triple-crown-accredited business school with an expanding generative AI curriculum in its executive leadership programmes, building AI-ready leadership across the continent.

www.gibs.co.za · Leading Teams That Work Alongside AI Agents

VERIFIED LOCAL PROVIDERS — INDIA (BENGALURU, AND NEARBY HUBS)

Fresh search, every link checked. Confirm current details before engaging.

IIIT Bangalore – Executive Programme in Generative AI for Leaders · Bengaluru, India

5-month dual-certified (IIIT-B & Microsoft) programme covering agentic AI leadership frameworks, agent platforms, and a 90-day deployment roadmap capstone.

cpe.iiitb.ac.in

IIIT Bangalore – CTO & AI Leadership Programme · Bengaluru, India

Intensive programme building AI-first leadership for senior tech leaders, including agentic AI strategy, boardroom simulations, and a Microsoft immersion day.

www.iiitb.ac.in

ISB Executive Education – Leadership with AI Programme · Hyderabad (regional hub ~500 km from Bengaluru)

20-week programme from India's #1-ranked research business school; integrates AI/ML technical understanding with team leadership in an AI-first world.

online-er.isb.edu

ISB Executive Education – Chief Digital and AI Officer Programme · Hyderabad (regional hub)

Senior-leader programme equipping C-suite professionals to lead enterprise-wide digital and AI transformation, with coverage of AI team design and governance.

isbexecedu.isb.edu

IIM Calcutta – Advanced Programme in AI for Leaders (APAL) · Kolkata / delivered online with campus immersion (accessible from Bengaluru)

Triple-accredited IIM programme for senior professionals on leading AI-driven transformation, generative AI, and enterprise AI platforms.

www.iimcal.ac.in

IIIT Bangalore – Executive Diploma in Data Science & AI · Bengaluru, India

12-month rigorous online diploma with live sessions and industry projects; builds the technical literacy leaders need to direct AI agent teams.

www.iiitb.ac.in

MeitY-NASSCOM Centre of Excellence (CoE) for IoT & AI – Learning & Engagement · Bengaluru (HQ), India

India's largest deep-tech innovation platform offers workforce-development workshops and co-innovation programmes on AI, IoT, and agentic systems for enterprise leaders.

www.coe-iot.com

IMMERSIVE LEARNING VISITS — INDIA (BENGALURU, AND NEARBY HUBS)

Best-of-breed, non-competitor host organisations. Approach each to arrange; verify before engaging.

Wipro Innovation Network – Kodathi Innovation Lab · Bengaluru, India

Wipro's flagship innovation lab hosts senior leaders for co-innovation sessions on agentic AI, autonomous systems, and human-AI collaboration in enterprise settings.

www.wipro.com

Cognizant India AI Lab & Moment Studio · Bengaluru, India

Opened Dec 2025; dedicated to agentic architectures, multi-agent AI systems, and responsible AI—directly relevant to leading teams working alongside AI agents.

www.cognizant.com

TCS Autonomous Engineering Lab Powered by NVIDIA · Bengaluru (Global Axis campus), India

Launched July 2026; physical AI lab for designing, simulating, and deploying autonomous industrial AI systems; showcases enterprise-scale human-AI teaming in practice.

www.tcs.com

Microsoft Innovation Hub – Bengaluru · Bengaluru, India

Microsoft's envisioning theatre and experience zones in Bengaluru offer immersive sessions on Copilot, Azure AI agents, and AI-first productivity for executive groups.

www.microsoft.com

Infosys – Digital Studio & Innovation Campus, Electronic City · Bengaluru, India

Infosys's Bengaluru HQ hosts client-facing innovation immersions exploring AI, ML, IoT, and robotics; its Topaz agentic-services fabric is a live reference case.

www.infosys.com

MeitY-NASSCOM CoE for IoT & AI – Bengaluru · Bengaluru (HSR Layout), India

India's largest deep-tech co-innovation hub connecting enterprises, startups, and academia; regularly hosts high-level delegations for immersive AI ecosystem visits.

www.coe-iot.com

Adobe Research – Bengaluru Lab · Bengaluru, India

Adobe's India research lab works on agentic AI design systems and human-AI creative collaboration; offers a window into responsible AI deployment at product scale.

research.adobe.com

IIIT Bangalore – Campus & Centre for IT and Public Policy (CITAPP) · Bengaluru (Electronics City), India

World-class research university running accelerator programmes on frontier AI; campus immersion is a standard component of its own executive AI leadership programmes.

www.iiitb.ac.in