Curriculum Digital & AI Transformation Management

10+Years of Building Careers

Full-time: 16 weeks / 4 months

German **Remote**

Become a Transformation Manager – lead AI-driven change in your organisation. In our 16-week program, you'll learn to shape digital strategy, scale AI across the company and guide transformation from vision to execution – from AI governance and data strategy to stakeholder management, change leadership and business case development.
Through hands-on projects and a final capstone simulation, you'll build a portfolio of practical deliverables that proves your ability to lead real AI transformations. Our experienced coaches prepare you for roles such as AI Manager, Transformation Manager or Change Manager.

Future jobs for you:
- **AI Manager**
- **AI Enablement / Adoption Manager**
- **Transformation Manager**
- **Digital Transformation Manager**

Annual salary: 63,636 - 96,600€

Source: https://web.arbeitsagentur.de/entgeltatlas/beruf/134754

The curriculum shown here is an exemplary guide to course content. We reserve the right to slightly adjust content and schedule for didactic and organizational reasons, or to reflect current labor-market requirements. Any adjustments will not affect the quality or the learning outcomes of the course.

Tech Stacks

Digital Transformation Landscape & AI Literacy for Leaders
- Digital Maturity & 4 Waves of Digitalisation
- AI Technology Landscape & EU AI Act Art. 4
- Strategic Prompt Engineering & Prompt Library
- AI Readiness Scorecards & Benchmarks

Change Management & Organisational Readiness
- ADKAR & Kotter 8-Step Change Plan
- Resistance Mapping & Force-Field Analysis
- Communication Plan
- Change Plans & Resistance Roleplay

AI Platforms, Agents & Data Governance Foundations
- Platform & Vendor Evaluation
- Agentic AI Foundations & MCP Tool Integration
- Data Governance & RAG Prerequisites
- Agent Governance & Security Risks

Stakeholder Management & Key User Strategy
- Stakeholder Map, Power/Interest Grid & RACI
- Key User Framework & Champions Programme
- Executive Briefing Simulation
- Stakeholder Simulation Roleplay

AI Governance, Ethics & Regulatory Framework
- EU AI Act Compliance Checklist
- ISO 42001 & Ethics Impact Assessment
- GDPR & AI Act Overlap, Responsible AI Policy
- Compliance Audit Simulation

AI ROI, Business Case & Module 1 Capstone
- AI Business Case & ROI Calculation
- TCO Analysis: Build vs. Buy vs. Partner
- C-Level Investment Proposal & KPI Framework
- Capstone Presentation before Peer Jury

AI Business Case Development & Financial Modelling
- NPV/IRR for AI Investment Scenarios
- Sensitivity Analysis & Investment Portfolio Map
- Board Presentation & ROI Calculator
- Investment Pitch Competition

Data Strategy & Enterprise Data Governance
- Data Strategy Canvas & RAG Use Cases
- DCAM Maturity & Data Quality Dashboard
- Data Architecture, Lineage & RAG Evaluation
- Data Strategy Presentation

Scaling AI – From Pilot to Enterprise
- AI Scaling Roadmap & Scaling Barriers
- Agentic AI, n8n & MCP Integration
- Agent Scoping, MLOps & AI CoE
- Scaling Strategy Defence

Cultural Change, AI Adoption & Resistance Management
- Organisational Culture Inventory
- AI Adoption Strategy by Employee Segments
- Psychological Safety & Adoption Dashboard
- Resistance Roleplay with AI Sceptics

AI Programme Management & Portfolio Governance
- AI Programme Charter
- OKR Framework for AI Transformation
- Agile Portfolio Board & Shadow AI Risks
- Programme Review Simulation

Enterprise Transformation Simulation – Launch
- Briefing & Transformation Assessment
- Quick-Win Analysis & Team Charter
- Competitive Intelligence & Interviews
- Quick-Win Presentation before Peer Board

Full-Stack Transformation Implementation
- Implementation Plan & Work Packages
- Change & Communication Execution
- Platform Deployment & Health Dashboard
- Mid-Simulation Review & Course Correction

Stakeholder Presentation, Defence & Iteration
- Final Board Presentation & Defence
- Strategy Iteration & Scenario Analysis
- Video Pitch & AI-Powered Storytelling
- Dress Rehearsal & 360-Degree Feedback

Soft Skills Development

Attention to Detail
Communication **Ownership**
Storytelling **Resilience**
Stakeholder Management
Research Skills **Curiosity**
Time Management
Problem Solving **Teamwork**
Creativity **Adaptability**
Analytical Thinking

You'll get a **CLAUDE MAX SUBSCRIPTION** during the course

Voucher for AWS Certified AI Practitioner (AIF-C01)

Practical Project
Implementation of acquired knowledge in a real-life scenario.

Supported Job Search
Our career team of 4 coaches actively run the Career Compass program that train and support job searches, and we organize regularly masterclasses and events with industry experts.

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Digital & AI Transformation Management
Why now is the ideal time for further training

1 Why is Digital & AI Transformation Management an important competency in Germany?

According to LinkedIn "Skills im Trend 2026" (Deutschland), AI competence is Germany's fastest-growing skill area (#1), and project & product management ranks #5, driven by demand for end-to-end ownership and stakeholder coordination. Digital & AI Transformation Management brings the two together and adds what many companies are missing: taking AI from an isolated pilot to something the whole organisation uses.
Bitkom (September 2026) shows the scale: 57% of German companies now use AI, up from 36% a year earlier and 20% two years earlier.

LinkedIn News

SKILLS 2026 IM TREND Deutschland

#1 AI Competence

Key Skills: Generative AI, LLMs, prompt engineering, chatbot development, transformers, CNNs, and RAG techniques (connecting LLMs to external data).

Relevance: Knowledge of AI application is required in almost all professions today, even outside the tech industry.

💡 Boost your productivity with AI agents.

#5 Project and Product Management

Key Skills: Project management, end-to-end ownership, project documentation, strategy implementation, and coordination.

Relevance: In project and product management roles, coordinating between stakeholders is becoming increasingly important, as is professional project documentation.

2 Why are companies looking for Digital & AI Transformation Managers?

Adoption is running ahead of readiness. According to Bitkom (September 2026), 66% of German companies rate their employees' AI skills as low, 25% still offer no AI training, and 85% of companies not yet using AI cite missing technical know-how.

Buying the technology is the easy part. Getting an organisation to adopt it, govern it and scale it is the job companies are now hiring for.

3 Digital & AI Transformation Management Job postings in Germany

Glassdoor listed 4,052 job postings for AI transformation in Germany as of October 2026, and 3,195 with the specific title Transformation Manager.

As of October 2026, there are **more than 9,200 open positions** on StepStone for AI Manager, AI Enablement Manager, Transformation Manager and Digital Transformation Manager roles.

Roles on StepStone	Job Postings (Oct 2026)
AI Manager	3,260
AI Enablement Manager	4,068
Transformation Manager	1,846
Digital Transformation Manager	56

Sources & References

LinkedIn Skills im Trend 2026
Bitkom: KI in Unternehmen (Sep 2026)
Glassdoor Deutschland (Oct 2026)
StepStone (Oct 2026)

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10+Years of Building Careers

Vollzeit: 16 Wochen / 4 Monate

Deutsch | **Remote**

Werden Sie Transformation Manager – gestalten Sie KI-getriebenen Wandel in Ihrem Unternehmen. In unserem 16-wöchigen Programm lernen Sie, die digitale Strategie zu entwickeln, KI unternehmensweit zu skalieren und Transformation von der Vision bis zur Umsetzung zu steuern – von AI Governance und Datenstrategie über Stakeholder-Management bis zu Change Leadership und Business-Case-Entwicklung.

In praxisnahen Projekten und einer abschließenden Capstone-Simulation entsteht ein Portfolio, das Ihre Fähigkeit zur Führung echter KI-Transformationen belegt. Unsere erfahrenen Coaches bereiten Sie auf Rollen wie AI Manager, Transformation Manager oder Change Manager vor.

Zukunftsjobs für dich:

- **KI-Manager/in**
- **KI Enablement / Adoption Manager**
- **Transformation Manager**
- **Digital Transformation Manager**

Jahresgehalt: 63,636 - 96,600€

Quelle: https://web.arbeitsagentur.de/entgeltatlas/beruf/134754

Der hier dargestellte Lehrplan dient als beispielhafter Leitfaden für die Kursinhalte. Wir behalten uns das Recht vor, die Inhalte und den Zeitplan aus didaktischen oder organisatorischen Gründen sowie zur Anpassung an aktuelle Anforderungen des Arbeitsmarktes geringfügig zu ändern. Etwaige Anpassungen haben keine Auswirkungen auf die Qualität oder die Lernergebnisse des Kurses.

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Entwicklung von Soft Skills

Detailgenauigkeit | **Resilienz** | **Stakeholder-Management** | **Kommunikation** | **Storytelling** | **Recherchefähigkeiten** | **Problemlösung** | **Teamwork** | **Eigenverantwortung** | **Kreativität** | **Anpassungsfähigkeit** | **Analytisches Denken** | **Zeitmanagement** | **Neugier**

Du bekommst einen **CLAUDE MAX ZUGANG** während des Kurses

★ Gutschein für AWS Certified AI Practitioner (AIF-C01)

Praxisprojekt
Umsetzung des erworbenen Wissens in einem realen Szenario.

Unterstützte Jobsuche
Unser vierköpfiges Karriere-Team leitet aktiv das „Career-Compass"-Programm, das bei der Jobsuche schult und unterstützt; zudem organisieren wir regelmäßig Masterclasses und Veranstaltungen mit Branchenexperten.

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Digital & AI Transformation Management
Warum jetzt der ideale Zeitpunkt für eine Weiterbildung ist

1 Warum ist Digital & AI Transformation Management eine wichtige Kompetenz in Deutschland?

Laut LinkedIn "Skills im Trend 2026" (Deutschland) ist KI-Kompetenz der am schnellsten wachsende Kompetenzbereich in Deutschland (Platz 1), und Projekt- und Produktmanagement liegt auf Platz 5, getrieben durch die Nachfrage nach End-to-End-Verantwortung und Stakeholder-Koordination. Digital & AI Transformation Management verbindet beides und ergänzt, was vielen Unternehmen fehlt: KI vom isolierten Pilotprojekt zu etwas zu machen, das die ganze Organisation nutzt.
Bitkom (September 2026) zeigt das Ausmaß: 57 % der deutschen Unternehmen setzen inzwischen KI ein, nach 36 % im Vorjahr und 20 % vor zwei Jahren.

LinkedIn News

SKILLS 2026 IM TREND
Deutschland

#1 KI-Kompetenz

Schlüsselkompetenzen: Generative KI, LLMs, Prompt Engineering, Chatbot-Entwicklung, Transformer, CNNs und RAG-Techniken (Verknüpfung von LLMs mit externen Daten).

Relevanz: Wissen über KI-Anwendung wird heute in fast allen Berufen benötigt, auch außerhalb der Tech-Branche.

💡 Steigere deine Produktivität mit KI-Agenten.

#5 Projekt- und Produktmanagement

Schlüsselkompetenzen: Projektmanagement, End-to-End-Verantwortung, Projektdokumentation, Strategieumsetzung und Koordination.

Relevanz: In Rollen des Projekt- und Produktmanagements wird die Koordination zwischen verschiedenen Stakeholdern immer wichtiger, ebenso wie eine professionelle Projektdokumentation.

2 Warum suchen Unternehmen Digital & AI Transformation Manager?

Die Einführung läuft der Bereitschaft voraus. Laut Bitkom (September 2026) bewerten 66 % der deutschen Unternehmen die KI-Kompetenzen ihrer Beschäftigten als gering, 25 % bieten noch immer keine KI-Schulungen an, und 85 % der Unternehmen ohne KI nennen fehlendes technisches Know-how.

Die Technologie zu kaufen ist der leichte Teil. Eine Organisation dazu zu bringen, sie zu nutzen, zu steuern und zu skalieren, ist die Aufgabe, für die Unternehmen jetzt einstellen.

3 Stellenausschreibungen für Digital & AI Transformation Management in Deutschland

Glassdoor listete 4.052 Stellenausschreibungen für KI-Transformation in Deutschland mit Stand Oktober 2026, davon 3.195 mit dem konkreten Titel Transformation Manager.

Mit Stand Oktober 2026 gibt es bei StepStone **mehr als 9.200 offene Stellen** für AI Manager, AI Enablement Manager, Transformation Manager und Digital Transformation Manager.

Rollen auf StepStone	Stellenausschreibungen (Oktober 2026)
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