AI–Enabled
Management Practices
Strategy, Leadership, and Organizational Change

Amit Joy Pershadi
Priyanka Karosia
Prakriti Khare
Dr. Shilpa Agrawal
Dr. Shailendra Kumar Basedia

AI-Enabled Management Practices: Strategy, Leadership, and Organizational Change

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Authored by:

Amit Joy Pershadi
Assistant Professor & Social Media Strategist
Baderia Global Institute of Engineering and Management, Jabalpur M.P.
PhD Scholar, Mangalayatan University Jabalpur M.P.

Priyanka Karosia
Assistant Professor
Baderia Global institute of Engineering and Management, Jabalpur, M.P

Prakriti Khare
Assistant Professor
Baderia Global Institute of Engineering and Management, Jabalpur, M.P

Dr. Shilpa Agrawal
Professor
Baderia Global Institute of Engineering and Management, Jabalpur M.P

Dr. Shailendra K. Basedia
Dean – MBA
Baderia Global Institute of Engineering and Management, Jabalpur, M.P

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Preface

In the rapidly evolving landscape of management, artificial intelligence (AI) is no longer a futuristic concept but a present-day reality that is reshaping organizational strategy, leadership, and operational practices. Organizations today are navigating a complex environment characterized by technological disruption, dynamic market conditions, and increasingly informed stakeholders. In this context, AI-enabled management practices are emerging as critical drivers of efficiency, innovation, and sustainable growth.

This book, AI-Enabled Management Practices: Strategy, Leadership, and Organizational Change, aims to provide a comprehensive exploration of how AI can be strategically integrated into management processes. It bridges theory and practice by highlighting the transformative potential of AI in decision-making, human resource management, leadership, and organizational development. Drawing upon cutting-edge research, real-world case studies, and actionable frameworks, this book is designed for scholars, practitioners, and policymakers seeking to understand and harness the power of AI in organizational contexts.

Our intent is not merely to provide technical knowledge but to foster a holistic understanding of how AI can support strategic agility, ethical leadership, and sustainable organizational change. By engaging with this work, readers will gain insights into the challenges and opportunities associated with AI adoption, the interplay between human intelligence and machine learning, and the future trajectory of management practices in a technology-driven world.

We hope that this book serves as a valuable resource for academic research, professional development, and informed decision-making. It is our belief that thoughtful integration of AI into management practices can lead to organizations that are not only efficient and innovative but also resilient, adaptive, and ethically responsible.

Acknowledgement

The journey of bringing this book to fruition has been an immensely rewarding experience, and it would not have been possible without the support, encouragement, and collaboration of numerous individuals.

We extend our heartfelt gratitude to our mentors, colleagues, and peers, whose guidance and constructive feedback have shaped the ideas presented in this work. Special thanks to our families for their unwavering support, patience, and understanding throughout this endeavor.

We also wish to acknowledge the contributions of researchers, practitioners, and thought leaders in the field of AI and management, whose insights and pioneering work have inspired and informed our perspectives.

Finally, we are grateful to our readers, whose curiosity and pursuit of knowledge motivate us to continue exploring the evolving intersection of technology and management. We hope that this book contributes meaningfully to your understanding and practice of AI-enabled management strategies and leadership.

With sincere appreciation,

Amit Joy Pershadi

Priyanka Karosia

Prakriti Khare

Dr. Shilpa Agrawal

Dr. Shailendra Kumar Basedia

About the Authors

Amit Joy Pershadi is an Assistant Professor in the Department of Management Studies and a Social Media Strategist at the Baderia Global Institute of Engineering and Management in Jabalpur. With a career spanning over 24 years—16 in academia and 8 in the corporate sector—Amit sits at the unique intersection of traditional management wisdom and the digital future.

Holding an MBA in HR and a PGDBM in International Business, and currently pursuing his PhD in Management from Mangalayatan University Jabalpur, Amit has published extensively in national and international journals. His diverse background ranges from Hospitality and HR to Event Management and Education, giving him a 360-degree view of how organizations function.

He wrote AI-Enabled Management Practices to address a critical gap he sees in the industry: while technology advances rapidly, organizational mindsets often lag behind. His work aims to help students and leaders build the resilience needed for the future of work.

Based in "Sanskardhani" Jabalpur, Madhya Pradesh, Amit is a true explorer at heart. When he isn't lecturing or researching AI strategies, you can find him enjoying music, exploring local cuisines as a devoted foodie, or cheering for his favorite Cricket and Football teams. He lives by the motto: "Learn continuously, adapt courageously, and lead responsibly."

Priyanka Karosia is a dedicated academic professional and engineer with over seven years of experience in higher education. She currently serves as an Assistant Professor at Baderia Global institute of Engineering and Management, Jabalpur, M.P. With an educational background featuring a B.E. in Mechanical Engineering and an M.B.A. in HR and Marketing, she blends technical expertise with managerial insight. Her diverse professional journey includes a tenure as

a Project engineer at Wipro Technologies, where she managed complex software development lifecycles. She is passionate about bridging the gap between theoretical engineering concepts and real-world industrial applications.

Prakriti Khare is a dedicated management professional with a unique combination of industry and academic experience. With 2 years of hands-on experience in the corporate sector and 3 years of teaching experience, she has developed a strong understanding of both practical business operations and management theory. Holding an MBA with dual specialization in Human Resources and Finance, She bridges the gap between classroom learning and real- world application. Currently working as Assistant Professor, Baderia Global Institute of Engineering and Management, Jabalpur, MP Known for her engaging teaching style and student-centric approach, Prakriti Khare has guided undergraduate and postgraduate learners in the fields of management, HR, and finance. She is passionate about sharing knowledge through research, writing, and innovative teaching methodologies, with a focus on applying management concepts to contemporary organizational challenges. As the author, She brings a combination of academic insight, practical industry experience, and a commitment to creating meaningful learning experiences for students and professionals alike.

Dr. Shilpa Agrawal stands as a visionary author and trailblazing academic leader with over 19 years of transformative impact, currently shaping minds as Professor at Baderia Global Institute of Engineering and Management—affiliated with RGPV Bhopal and RDVV Jabalpur, a powerhouse for engineering and management excellence.

Leadership Excellence: In a pivotal role as Member of the Board of Studies in Management, Dr. Agrawal spearheads curriculum revolutions, syllabus innovations, and seamless alignment with NEP 2020, propelling industry-ready education forward. She ignites student potential through

mentorship of ground breaking research projects, high-impact workshops on entrepreneurship, digital disruption, and sustainable strategies, while championing interdisciplinary breakthroughs that redefine learning landscapes. Her powerhouse qualifications and cutting-edge teaching arsenal empower postgraduate and undergraduate trailblazers, forging resilient leaders primed to conquer dynamic global business arenas with strategic mastery and innovative edge.

Authorship Mastery: Renowned as a prolific author, Dr. Agrawal delivers game-changing publications on financial mastery, ratio analysis, strategic business leadership, and pedagogical revolutions—enshrined in premier academic resources that fuel teaching triumphs and research revolutions in commerce and management. Her seminal works demystify intricate realms of strategic decision-making and economic powerhouses, wielding practical case studies and real-world simulations as tools of enlightenment for scholars, professionals, and future titans of industry.

Dr. Shailendra K. Basedia is a distinguished academician and administrator with over three decades of rich teaching experience in the field of management education. He currently serves as the Dean – MBA at Baderia Global Institute of Engineering and Management, Jabalpur (Madhya Pradesh), where he has been instrumental in academic leadership, curriculum development, and quality enhancement in management programs.

Dr. Basedia holds an impressive academic background, including a Ph.D. in Management, MBA (Finance), M.Com. (Taxation), and M.A. (Economics). His strong interdisciplinary foundation enables him to integrate theoretical rigor with practical insights in teaching and academic writing.

With 31 years of teaching experience, Dr. Basedia has significantly contributed to higher education in India. He has served as the Former Chairman, Board of Studies (Management) at Rani Durgavati Vishwavidyalaya, Jabalpur,

and has also been a member of the Board of Studies of various universities, playing a key role in syllabus framing, academic reforms, and evaluation standards.

An accomplished author, Dr. Basedia has published two academic books and has also authored study materials for Mahatma Gandhi Chitrakoot Gramodaya Vishwavidyalaya (MGCGV), supporting learner-centric and outcome-based education. His areas of teaching and academic interest include Accounting, Statistics, Corporate Finance, Management Science, and other core management subjects, primarily at the MBA level.

Dr. Basedia is a Gold Medalist, reflecting his academic excellence and commitment to scholarship. His long-standing contribution to management education, curriculum design, and academic governance makes him a respected figure among students, scholars, and institutions alike.

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Assistant Professor
Department of Management Studies and a Social Media Strategist
PhD Scholar, Mangalayatan University, Jabalpur M.P

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Dr. Shailendra K. Basedia

Dean – MBA at Baderia Global Institute of Engineering and Management, Jabalpur M.P

ABOUT THE BOOK

AI-Enabled Management Practices: Strategy, Leadership, and Organizational Change provides an in-depth exploration of how artificial intelligence (AI) is transforming the way organizations operate, make strategic decisions, and lead in the modern business environment. This book bridges the gap between traditional management theories and contemporary AI-driven practices, offering both academics and practitioners a practical roadmap to navigate the complexities of AI integration in organizational settings.

The book delves into three core areas: strategy, leadership, and organizational change. It demonstrates how AI can enhance strategic decision-making through predictive analytics, intelligent automation, and data-driven insights. On the leadership front, it explores how AI influences managerial roles, leadership styles, and decision-making processes, emphasizing the importance of ethical AI adoption and human-AI collaboration. The section on organizational change examines how AI reshapes structures, workflows, and culture, providing guidance for successfully implementing AI-driven transformation initiatives.

Authored by a team of distinguished experts—Mr. Amit Joy Pershadi, Mrs. Priyanka Karosia, Mrs. Prakriti Khare, Dr. Shilpa Agrawal, and Dr. Shailendra Kumar Basedia—this book combines rigorous research with practical examples, case studies, and actionable frameworks. It serves as a valuable resource for business leaders, managers, researchers, and students aiming to understand the evolving landscape of AI in management and its implications for competitive advantage. By integrating insights from strategy, leadership, and organizational change, this book equips readers with the knowledge and tools to harness AI effectively, foster innovation, and drive sustainable growth in an increasingly digital and data-driven world.