

AI Catalyst Approach to AI Integration: Practical, Systemic, Human-Centered



- Mr Dimitris Cherekelis**
Business Analyst for IT - Financial Products & Services
xerekel@gmail.com

Mr Agis Georgiou, MEng, MSc
AI & Data Science Expert | Founder, Intelligent Acceleration | Board Member, AI Catalyst
ag@agisgeorgiou.com

Mr Panagiotis Papaioannou, MSc, PhD
Director of Data Governance at EYDAP
p.papaioannou@gmail.com

Ms Nikoletta Tsotsorou, Chem Eng, MBA
Procurement & Business Consultant, Trainer, Results Coach – AICatalyst Corporate Member Liaison
ntsotsorou@windowslive.com

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The rapid evolution of Artificial Intelligence is reshaping organizational structures, decision-making processes, and professional roles across industries. As organizations navigate this transition, the need for systemic thinking, responsible governance, and human-centered adoption becomes increasingly critical. Within this framework, the AICatalyst team will present a 75-minute workshop that connects AI technology, systemic management principles, and real-world organizational transformation.

The session begins with a brief introduction to O.TE.N – the Artificial Intelligence Association “AiCatalyst” (www.aicatalyst.gr) , a non-profit organization founded in 2020 that brings together business, science, technology, and the public sector around the advancement of Artificial Intelligence in Greece. With members from industry and academia, O.TE.N “AiCatalyst” helps drive the country’s digital transformation by fostering collaboration, sharing knowledge, and developing best practices. Through strategic partnerships, institutional initiatives, and nationwide activities, it promotes innovation and the responsible use of AI. The session highlights O.TE.N “AiCatalyst” identity, mission, and vision; its role as a bridge among key stakeholders; and its growing portfolio of actions and collaborations, aiming to strengthen its credibility, expand its community, and build a vibrant, ethical, and sustainable AI ecosystem in Greece (**Dimitris Cherekelis**).

The workshop continues with a practical exploration of AI technology “in practice.” This segment focuses on demystifying AI capabilities, showcasing real examples of applied AI tools, and highlighting how organizations can leverage them to enhance efficiency, decision-making, and innovation. Emphasis is placed on the distinction between theoretical AI concepts and the operational realities that organizations face when integrating AI into daily workflows. Participants gain clarity on what AI can and cannot do, how it behaves in real environments, and what conditions are necessary for successful implementation (**Agis Georgiou**).

The next part of the workshop links Enterprise AI with Applied Systemic Management, arguing that Enterprise AI should be treated as a systemic intervention rather than solely a technology project. Although AI enables automation, decision support, and innovation, many organizations do not achieve the expected return on investment because they overlook organizational complexity, feedback loops, and business-IT alignment. Enterprise AI functions within sociotechnical systems where people, processes, and technology interact. Drawing on systems thinking, emergence theory, and Gall’s Law, the presentation recommends starting with simple, effective solutions and gradually increasing complexity. Systemic methodologies help organizations understand context, manage change, and improve the success of AI initiatives (**Panagiotis Papaioannou**).

The final segment focuses on supporting AI adoption within organizations. It examines how AI-driven change can trigger emotional, cognitive, and relational reactions that influence resistance across the system. The session offers practical tools and frameworks that help leaders and teams navigate transition with clarity and confidence. Emphasis is placed on communication, capability building, and trust as core enablers of successful adoption. This approach fosters psychological safety, strengthens engagement, and supports sustainable integration of AI, cultivating resilient and adaptive organizational evolution (**Nikoletta Tsotsorou**).