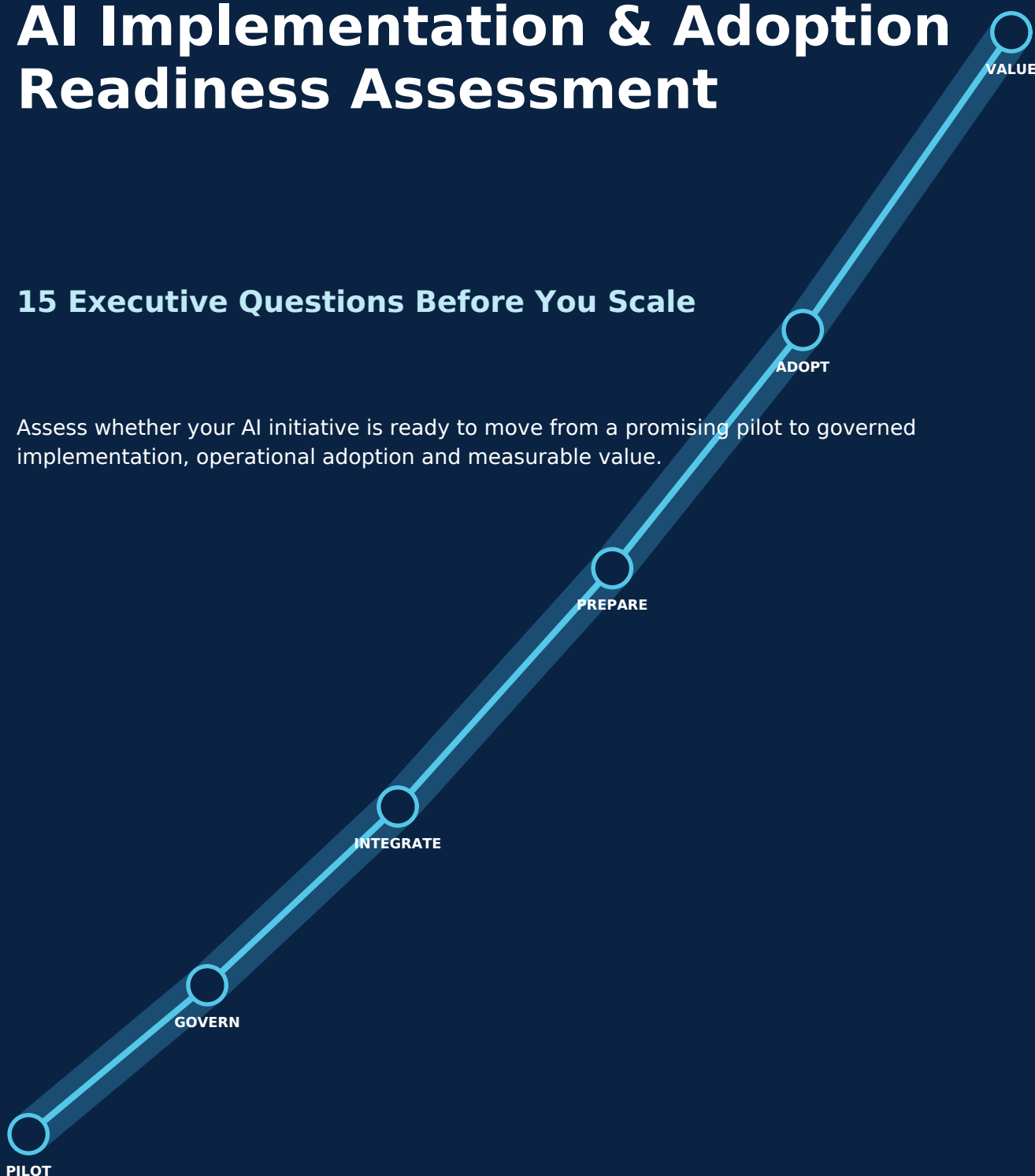


AI Implementation & Adoption Readiness Assessment

15 Executive Questions Before You Scale

Assess whether your AI initiative is ready to move from a promising pilot to governed implementation, operational adoption and measurable value.



WHY THIS ASSESSMENT

A pilot can work technically and still fail operationally.

This assessment helps leadership identify implementation gaps before broader scale.

Pilot != Implementation != Adoption != Value

Score each of the 15 questions from 0 to 3. Use the descriptions as evidence standards, not as aspirational statements. Your aim is to determine what is genuinely defined and operationally ready today.

0

Not defined

1

Partially defined

2

Defined

3

Operationally ready

Five readiness dimensions

1**Business Value & Ownership**

Questions 1, 2, 3 | /9

2**Governance & Decision Clarity**

Questions 4, 5, 14 | /9

3**Process, Systems & Data**

Questions 6, 7, 8 | /9

4**Delivery & Human Readiness**

Questions 9, 10, 11 | /9

5**Onboarding, Adoption & Value**

Questions 12, 13, 15 | /9

Important: a strong total score does not compensate for a critical gap.

Review both your overall result and the lowest-scoring dimension. A high total with a major weakness in governance, data, human readiness or adoption still requires executive attention before scale.

ASSESSMENT

Business Value, Ownership & Governance

Questions 1-5 and 14

1

BUSINESS VALUE & OWNERSHIP

What business outcome is this AI initiative expected to improve?

- 0 Not defined - Driven mainly by interest in AI or a technology opportunity; no clear business problem or intended outcome.
- 1 Partially defined - A business need exists, but the intended outcome is broad or weakly connected to measurable
- 2 Defined - The problem and intended outcome are clear, with relevant measures identified; some targets or dependencies
- 3 Operationally ready - Clear business problem, measurable outcome and agreed indicators can be tracked through implementation and adoption.

4

GOVERNANCE & DECISION CLARITY

What does success actually mean?

- 0 Not defined - Success is defined only as completing the pilot, launching the solution or achieving technical functionality.
- 1 Partially defined - Some measures exist, but they focus mainly on usage, delivery or technical performance.
- 2 Defined - Relevant indicators cover operational performance, adoption and intended business impact; some baselines or
- 3 Operationally ready - Measures, baselines, ownership and review points are agreed across operational performance, adoption and business value.

2

BUSINESS VALUE & OWNERSHIP

Who owns the business outcome?

- 0 Not defined - Multiple stakeholders, but no clearly accountable business owner.
- 1 Partially defined - A sponsor or project lead exists, but accountability for the operational outcome remains unclear.
- 2 Defined - A business owner is identified and accountable; some responsibilities across teams still need clarification.
- 3 Operationally ready - A named business owner is accountable, with responsibilities clear across business, technology, project and implementation teams.

5

GOVERNANCE & DECISION CLARITY

Who has authority to make implementation decisions?

- 0 Not defined - Decision rights are unclear; key decisions depend on informal escalation or individual availability.
- 1 Partially defined - Some decision-makers are known, but authority across scope, priorities, exceptions and go/no-go
- 2 Defined - Decision rights, escalation paths and approval points are documented; some cross-functional dependencies
- 3 Operationally ready - Decision authority is explicit, with clear stage gates, escalation routes and timely go/no-go mechanisms.

3

BUSINESS VALUE & OWNERSHIP

Why this use case, and why now?

- 0 Not defined - The use case is progressing mainly because the technology is available or generating interest.
- 1 Partially defined - A plausible business rationale exists, but value, feasibility, organizational readiness and risk have not
- 2 Defined - The use case has been assessed against value, feasibility, readiness and risk and has a credible rationale for
- 3 Operationally ready - Clearly prioritized against alternatives, with agreed business rationale, timing and leadership understanding of why now.

14

GOVERNANCE & DECISION CLARITY

What happens when something goes wrong?

- 0 Not defined - No clear process exists for reporting, escalating or resolving operational issues or implementation failures.
- 1 Partially defined - Teams broadly know where to raise issues, but ownership, thresholds and response responsibilities are
- 2 Defined - Monitoring, issue ownership and escalation mechanisms are established for most foreseeable operational
- 3 Operationally ready - An active Detect > Escalate > Decide > Correct > Learn cycle has clear ownership, criteria and feedback into implementation.

Business Value & Ownership

___/9

Governance & Decision Clarity

___/9

ASSESSMENT

Process, Systems, Data & Human Readiness

Questions 6-11

6

PROCESS, SYSTEMS & DATA

Which business process has to change?

- 0 Not defined - The initiative is designed around the technology, without a clear view of which process or workflow will change.
- 1 Partially defined - The affected process is known, but future activities, responsibilities, handoffs or exceptions remain
- 2 Defined - The future workflow and main role changes are understood; some operational details or dependencies remain
- 3 Operationally ready - The future process is clear, including activities, responsibilities, handoffs, exceptions and the AI capability in day-to-day operations.

7

PROCESS, SYSTEMS & DATA

Which systems and workflows must it work with?

- 0 Not defined - The initiative is considered largely in isolation, without a clear view of the enterprise systems or workflows
- 1 Partially defined - Key systems and dependencies are broadly known, but integration requirements, ownership or
- 2 Defined - Required systems, workflow dependencies and major integration points are identified and reflected in the
- 3 Operationally ready - Dependencies are mapped, owners identified, integration requirements understood and implementation sequencing coordinated.

8

PROCESS, SYSTEMS & DATA

Is the required data operationally ready?

- 0 Not defined - Required information, data sources, ownership or access have not been sufficiently identified.
- 1 Partially defined - Key data sources are known, but questions remain around quality, access, ownership, suitability or
- 2 Defined - Required information, ownership and access are understood, with most critical quality and dependency issues
- 3 Operationally ready - Reliable access to required information exists, with clear ownership, appropriate controls and understood operational dependencies.

9

DELIVERY & HUMAN READINESS

What should we buy, configure, integrate or build?

- 0 Not defined - The delivery approach has not been deliberately assessed and may be driven by a preferred technology,
- 1 Partially defined - Options have been discussed, but buy/configure/integrate/build has not been systematically
- 2 Defined - The delivery model is selected based on business need, existing systems, differentiation and implementation
- 3 Operationally ready - The model is agreed, responsibilities are explicit, and required capabilities and dependencies are built into the implementation plan.

10

DELIVERY & HUMAN READINESS

Where must human judgment remain?

- 0 Not defined - Human responsibility, validation and oversight have not been explicitly considered.
- 1 Partially defined - Teams recognize human judgment is required in some situations, but boundaries and
- 2 Defined - Human oversight, validation points and accountability are defined for the principal decisions and
- 3 Operationally ready - Users know what AI can support, what remains human responsibility, when validation is required and when escalation must occur.

11

DELIVERY & HUMAN READINESS

Who will have to work differently?

- 0 Not defined - Impacted roles, teams and stakeholders have not been systematically identified.
- 1 Partially defined - Some affected groups are known, but role, behavior, management or capability changes remain unclear.
- 2 Defined - Impacted groups, major role changes and readiness requirements are identified and incorporated into planning.
- 3 Operationally ready - Impacted groups are mapped, role and behavior changes understood, managers prepared and readiness interventions planned or underway.

Process, Systems & Data

___ /9

Delivery & Human Readiness

___ /9

ASSESSMENT

Onboarding, Adoption & Value

Questions 12, 13 and 15

12

ONBOARDING, ADOPTION & VALUE

How will users be onboarded and enabled?

- 0 Not defined - No structured onboarding or enablement approach exists beyond providing access to the technology.
- 1 Partially defined - Training or communication is planned, but remains generic and weakly connected to specific roles and workflows.
- 2 Defined - Role-based onboarding, learning, practice and support requirements are defined for the main user groups.
- 3 Operationally ready - Users receive contextual onboarding on why, where, when and how to use the capability, their responsibility and support/escalation routes.

13

ONBOARDING, ADOPTION & VALUE

How will we know whether people are actually adopting it?

- 0 Not defined - Adoption is assumed to equal access, activation, training completion or basic usage.
- 1 Partially defined - Usage measures exist, but there is limited visibility into whether behaviors or business processes are changing.
- 2 Defined - Measures include meaningful usage plus behavioral or process indicators; some outcome measures or baselines remain incomplete.
- 3 Operationally ready - Leadership can track Usage > Behavior Change > Process Change > Outcome through agreed measures and regular review.

15

ONBOARDING, ADOPTION & VALUE

How will we decide whether to scale, change or stop?

- 0 Not defined - No explicit criteria exist for deciding whether the initiative should scale, adapt, remain limited, be replaced or stop.
- 1 Partially defined - Leadership expects to review the initiative, but criteria are broad, informal or driven mainly by technical success.
- 2 Defined - Scale decisions consider business value, adoption, operational performance, readiness, risk and implementation evidence.
- 3 Operationally ready - Clear review points and evidence-based criteria support deliberate choices between Scale, Adapt, Contain, Replace or Stop.

DIMENSION 5 SCORE

/9

FINAL SCORECARD

Business Value & Ownership /9Governance & Decision Clarity /9Process, Systems & Data /9Delivery & Human Readiness /9Onboarding, Adoption & Value /9TOTAL READINESS 45

Scale Ready safeguard

37-45 overall AND
no dimension below 6/9 AND
no individual question scored 0

YOUR RESULT

Your score is the starting point, not the conclusion.

Use the result to identify where leadership attention is required before broader scale.

0-14

/45

EXPERIMENTATION RISK

The initiative remains closer to experimentation than operational implementation.

Executive priority: Establish the implementation foundations before committing to broader scale.

15-25

/45

IMPLEMENTATION GAPS

A credible use case exists, but material gaps remain across implementation readiness.

Executive priority: Address the lowest-scoring dimensions and dependencies before scale adds complexity.

26-36

/45

IMPLEMENTATION READY

Most conditions for operational implementation are established, with manageable gaps remaining.

Executive priority: Close remaining gaps while maintaining alignment between outcomes, implementation and adoption.

37-45

/45

SCALE READY

The initiative has a strong foundation for broader deployment and operational adoption.

Executive priority: Scale deliberately while continuing to monitor adoption, performance and value realization.

EXECUTIVE REFLECTION

1. Where is our lowest-scoring readiness dimension?
2. Which unresolved dependency could most seriously affect implementation?
3. What requires an executive decision rather than additional technical work?
4. Which group of users or managers is least prepared for the change?
5. What must be true before we make the next scale decision?

Ready to discuss the gaps?

Guruti helps connect business outcomes, governance, implementation, enterprise systems and human adoption.

Discuss your AI implementation readiness
-> [Book a Strategy Session](#)