

Beyond the AI Hype

What AI Readiness Requires When the Roadmap Changes

01 · WHERE WE STARTED

Building AI Readiness

Education

Shared understanding
across every level of the
organization

Governance

Guardrails in place before
momentum, not after it

Responsible Experimentation

Small, contained pilots
where we could learn safely

Practical Pilots

Tied to real problems, not
proof of concept for its own
sake

Responsible AI adoption starts with a foundation the organization can support.

02 · WHEN THE ROADMAP MEETS REALITY

When Our Roadmap Changed

Economic Pressures

Tightened budgets and attention across the organization

Leadership Changes

New voices, new priorities, new questions about the plan

Competing Priorities

Other urgent work crowding the calendar

A Broader Tech Assessment

A hard look at everything we'd built, assumptions included

Our roadmap had to reflect the organization's changing priorities and capacity.

O3 · A SHIFT IN PERSPECTIVE

AI readiness looks different across the organization.

Technology Leaders

See architecture, risk, roadmap

Executives

See cost, timeline, return

Boards

See exposure and oversight

Staff

See workload and uncertainty

Program Teams

See impact on the people they serve

Alignment means addressing the questions each perspective brings.

04 · WHAT I'M LEARNING

Three Lessons, Still In Progress

01

Alignment Requires Translation

Connect the initiative to each audience's concerns and decisions

02

Resistance Is Valuable Information

Pushback often reveals something real about risk, readiness, or trust

03

Readiness Includes Capacity for Change

People need time, support, and clear ownership to adopt new ways of working

None of these are settled. I'm still learning them in real time.

O5 • WHERE WE ARE NOW

A More Complete View of AI Readiness

Our changing roadmap expanded my understanding of what responsible AI adoption requires.

Readiness includes technology, data, and governance. It also requires sustained alignment, clear ownership, and the capacity to adapt as priorities change.

THE TAKEAWAY

Moving beyond the AI hype means uncovering what people think they are agreeing to when they say yes to AI. to AI.

Thank You

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