

EA-013: Enterprise AI Transformation Readiness Assessment™

Is Your Enterprise Ready to Turn AI Ambition into Sustainable, Governed, and Measurable Transformation?

Purpose

A capstone executive assessment for evaluating whether the enterprise has the strategic alignment, leadership commitment, operating model, data foundation, governance, delivery discipline, workforce readiness, adoption capability, and performance management required to transform AI investments into sustainable enterprise value.

Educational Executive Self-Assessment | Version 1.0

www.intelligentsystemspress.com

About This Assessment

Enterprise AI transformation is not a technology deployment. It is a coordinated change to strategy, governance, processes, roles, decisions, data, architecture, skills, controls, measures, and leadership behavior. This assessment helps executives determine whether those elements are sufficiently aligned to support responsible scaling - or whether AI activity remains fragmented, experimental, or disconnected from enterprise value.

How to Complete It

1. Rate each statement

Use the 1-5 scale based on current, observable enterprise practice - not aspiration, isolated pilots, vendor promises, or approved funding alone.
2. Score each domain

Add the five ratings in each domain. Every domain score ranges from 5 to 25.
3. Calculate the total

Add all eight domain scores. The overall enterprise AI transformation readiness score ranges from 40 to 200.
4. Interpret the pattern

Review both the total and the distribution. Any domain below 15 signals a transformation constraint that may prevent responsible scale, adoption, control, or value realization.
5. Select 90-day actions

Choose a limited number of executive actions that strengthen alignment, governance, foundations, delivery, workforce readiness, adoption, measurement, or continuous improvement.

Rating Scale

1 Strongly Disagree	Practice is absent or contradicted by current evidence.
2 Disagree	Practice is inconsistent, informal, or limited to isolated areas.
3 Partly Agree	Practice exists in several areas but is not yet enterprise-wide.
4 Agree	Practice is generally reliable, measured, and consistently applied.
5 Strongly Agree	Practice is integrated, evidence-driven, and continuously improved.

Recommended use: Complete individually first, then compare results across executive leadership, business units, technology, data, cybersecurity, risk, legal, finance, human resources, operations, change management, and internal audit. Differences in ratings are evidence of transformation misalignment and should be discussed before averaging scores.

Domain 1: Transformation Vision & Strategic Alignment

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

The enterprise has a clearly articulated AI transformation vision that connects business strategy, stakeholder needs, operating priorities, and responsible technology use.					
AI priorities are selected according to strategic value, feasibility, risk, organizational readiness, and contribution to measurable enterprise outcomes.					
Leaders distinguish between experimentation, operational improvement, product innovation, decision augmentation, automation, and enterprise transformation.					
Business units understand how AI supports their objectives and how local initiatives connect to the broader enterprise transformation agenda.					
The AI transformation roadmap is reviewed as business conditions, technology capabilities, regulations, risks, and stakeholder expectations change.					

Domain score: _____ / 25

Evidence or observations:

Domain 2: Executive Leadership & Decision Governance

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

Executive sponsorship is active, visible, and sustained beyond funding approvals, announcements, or isolated pilot launches.					
Decision rights are defined for AI investment, architecture, data use, risk acceptance, deployment, human oversight, scaling, suspension, and retirement.					
A cross-functional governance body resolves competing priorities, dependencies, control concerns, and enterprise-wide transformation barriers.					
Executives receive timely evidence on progress, value, adoption, risk, capacity, dependencies, and decisions requiring leadership intervention.					
Leadership behavior reinforces responsible experimentation, disciplined execution, transparency, accountability, and learning from setbacks.					

Domain score: _____ / 25

Evidence or observations:

Domain 3: Operating Model & Enterprise Coordination

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

The enterprise has defined how business, product, technology, data, cybersecurity, risk, legal, finance, human resources, operations, and audit collaborate on AI transformation.					
Roles and accountabilities are clear for use-case ownership, product management, model ownership, data stewardship, controls, adoption, benefits, and lifecycle management.					
Centralized standards and shared capabilities are balanced with business-unit autonomy and domain-specific expertise.					
Funding, talent, platforms, data, and specialist resources can be allocated across initiatives according to enterprise priorities rather than organizational silos.					
Escalation, dependency management, portfolio coordination, and enterprise learning mechanisms operate consistently across AI initiatives.					

Domain score: _____ / 25

Evidence or observations:

Domain 4: Data, Technology & Architecture Foundations

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

Priority AI initiatives have access to fit-for-purpose, governed, secure, representative, timely, and sufficiently high-quality data.					
Enterprise architecture supports reusable AI services, controlled integration, interoperability, observability, scalability, resilience, and vendor portability.					
Identity, access, privacy, cybersecurity, model, prompt, agent, API, infrastructure, and data controls are incorporated into solution design.					
Technical debt, legacy constraints, data fragmentation, integration dependencies, and platform limitations are visible and included in transformation planning.					
Foundation investments are sequenced with business demand so that experimentation can progress without creating uncontrolled duplication or long-term fragility.					

Domain score: _____ / 25

Evidence or observations:

Domain 5: Responsible Delivery & Lifecycle Discipline

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

AI initiatives move through a defined lifecycle covering intake, prioritization, requirements, design, development, validation, approval, deployment, monitoring, change, and retirement.					
Business, technical, ethical, legal, privacy, security, operational, and stakeholder requirements are documented before material deployment decisions.					
Testing evaluates performance, reliability, safety, fairness, explainability, security, privacy, human oversight, failure modes, and operating conditions appropriate to risk.					
Deployment decisions require documented evidence, accountable approvals, operational readiness, monitoring, fallback procedures, and clear ownership.					
Production performance, drift, incidents, user behavior, stakeholder impact, changes, and retirement conditions are continuously managed.					

Domain score: _____ / 25

Evidence or observations:

Domain 6: Workforce, Skills & Change Readiness

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

The enterprise understands how AI will change roles, tasks, decisions, workflows, controls, skill requirements, and workforce capacity.					
Leaders, managers, technical teams, business users, control functions, and affected employees receive role-appropriate AI education and practical support.					
Workforce plans address skill gaps, career pathways, job redesign, human oversight, talent acquisition, internal mobility, and responsible use expectations.					
Employees are engaged early enough to influence workflow design, surface risks, build trust, and prepare for changes to accountability and performance.					
Resistance, workload, confidence, proficiency, behavioral adoption, and unintended workforce effects are measured and actively managed.					

Domain score: _____ / 25

Evidence or observations:

Domain 7: Adoption, Value & Performance Management

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

Every material AI initiative has defined business outcomes, baselines, owners, adoption expectations, cost assumptions, risk measures, and benefit hypotheses.					
Leaders distinguish technical performance from workflow adoption, operational improvement, stakeholder value, financial impact, and strategic advantage.					
Benefits are validated using current evidence rather than activity counts, pilot completion, model accuracy, or projected savings alone.					
Underperforming initiatives are redesigned, paused, consolidated, scaled down, or retired based on evidence and enterprise priorities.					
Portfolio decisions optimize total enterprise value, risk, capacity, and learning rather than maximizing the number of AI projects.					

Domain score: _____ / 25

Evidence or observations:

Domain 8: Scaling, Learning & Transformation Sustainability

Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree). Base the rating on repeatable enterprise behavior and current evidence.

The enterprise has explicit criteria for moving AI capabilities from experiment to controlled production and from local success to responsible enterprise scale.					
Reusable patterns, platforms, controls, data assets, delivery methods, training, metrics, and lessons reduce duplication and accelerate subsequent initiatives.					
Transformation progress is reviewed through measurable capability improvements, not only project milestones, spending, or technology adoption.					
Incidents, failed experiments, near misses, user feedback, audits, market changes, regulatory developments, and performance evidence are converted into enterprise learning.					
The transformation roadmap, operating model, investment portfolio, controls, workforce plans, and success measures are continuously adapted to sustain long-term value.					

Domain score: _____ / 25

Evidence or observations:

Scoring & Transformation Readiness Interpretation

Record each domain score. Treat any domain below 15 as a priority transformation constraint even when the overall score is higher.

1. Transformation Vision & Strategic Alignment	____ / 25
2. Executive Leadership & Decision Governance	____ / 25
3. Operating Model & Enterprise Coordination	____ / 25
4. Data, Technology & Architecture Foundations	____ / 25
5. Responsible Delivery & Lifecycle Discipline	____ / 25
6. Workforce, Skills & Change Readiness	____ / 25
7. Adoption, Value & Performance Management	____ / 25
8. Scaling, Learning & Transformation Sustainability	____ / 25
Total enterprise AI transformation readiness score	____ / 200

Overall Transformation Readiness Levels

180-200	Transformation Ready	Strategy, governance, foundations, delivery, workforce, adoption, value management, and enterprise learning operate as an integrated and continuously improved system.
150-179	Ready to Scale	Strong transformation capabilities are established, with targeted gaps that should be addressed before broad or higher-risk expansion.
110-149	Building Readiness	Important capabilities exist, but readiness remains uneven and may constrain adoption, control, coordination, value, or sustainable scale.
70-109	Fragmented	AI activity is distributed across pilots or functions without sufficient enterprise alignment, foundations, governance, adoption discipline, or value management.
40-69	Not Yet Ready	Foundational strategic, organizational, technical, workforce, governance, delivery, and measurement capabilities are insufficient for dependable enterprise transformation.

Important: This assessment is a discussion and prioritization tool, not a certification, audit, legal opinion, technology-selection method, or substitute for formal transformation planning. Results should be validated using current strategies, portfolios, investment records, governance decisions, architecture evidence, workforce data, adoption measures, risk records, operational performance, and benefit evidence.

Executive Reflection & 90-Day Action Plan

Use the scoring pattern to identify the few leadership actions that will most improve the enterprise system required for responsible, adopted, and value-producing AI transformation.

Transformation strengths

Which strategic, governance, foundation, delivery, workforce, adoption, value, or learning capabilities provide the strongest base for enterprise transformation?

Transformation constraints

Which gaps, dependencies, conflicting priorities, skill limitations, technical debt, control weaknesses, adoption barriers, or measurement problems most threaten progress?

Decisions required from leadership

What investment, sequencing, governance, operating-model, workforce, architecture, risk, consolidation, scaling, or retirement decisions cannot be delegated?

90-Day Priority Actions

Executive commitment: We will review progress by _____ and reassess affected domains using current transformation, adoption, risk, workforce, operational, and value evidence.

Continue Your Enterprise Transformation Journey

Sustainable AI transformation emerges when strategy, processes, people, data, technology, governance, controls, measurement, and continuous improvement operate as one enterprise system. Readiness is not achieved by launching more pilots. It is built by aligning the organization to learn, govern, adopt, scale, and deliver value repeatedly.

Explore the Intelligent Systems Press collection and Free Resources library
www.intelligentsystemspress.com

Educational Use Disclaimer: This assessment is provided for educational and internal planning purposes. It does not constitute legal, regulatory, procurement, contractual, cybersecurity, privacy, financial, certification, audit, or professional consulting advice. Organizations should apply qualified expertise based on their industry, jurisdiction, systems, workforce, data, risk profile, and intended AI use. © 2026 Intelligent Systems Press LLC. All rights reserved.