

The 7 Enterprise Decisions That Determine AI Adoption Success

Why AI adoption is becoming a workforce architecture and operating model challenge.



Decision 1:

Which workflows matter first?

AI adoption accelerates when organizations focus on high-frequency, high-friction workflows rather than generic experimentation.



Key tension:
Broad awareness vs
targeted workflow integration.



Decision 2:

What defines meaningful adoption?

Licenses, logins, and training completion rarely show whether AI is changing work.

Vanity metrics



Licenses



Logins



Training completed

vs.

Meaningful adoption



Repeated use



Workflow integration



Visible value



Confidence growth



Key tension: Deployment metrics vs behavior metrics.

Decision 3:

Who owns workforce activation?

AI adoption often stalls when ownership is fragmented across IT, HR, L&D, and business teams.



Key tension: Technology ownership vs workforce ownership.

Decision 4:

What behaviors should managers reinforce?

Managers often determine whether AI experimentation becomes habitual workforce behavior.

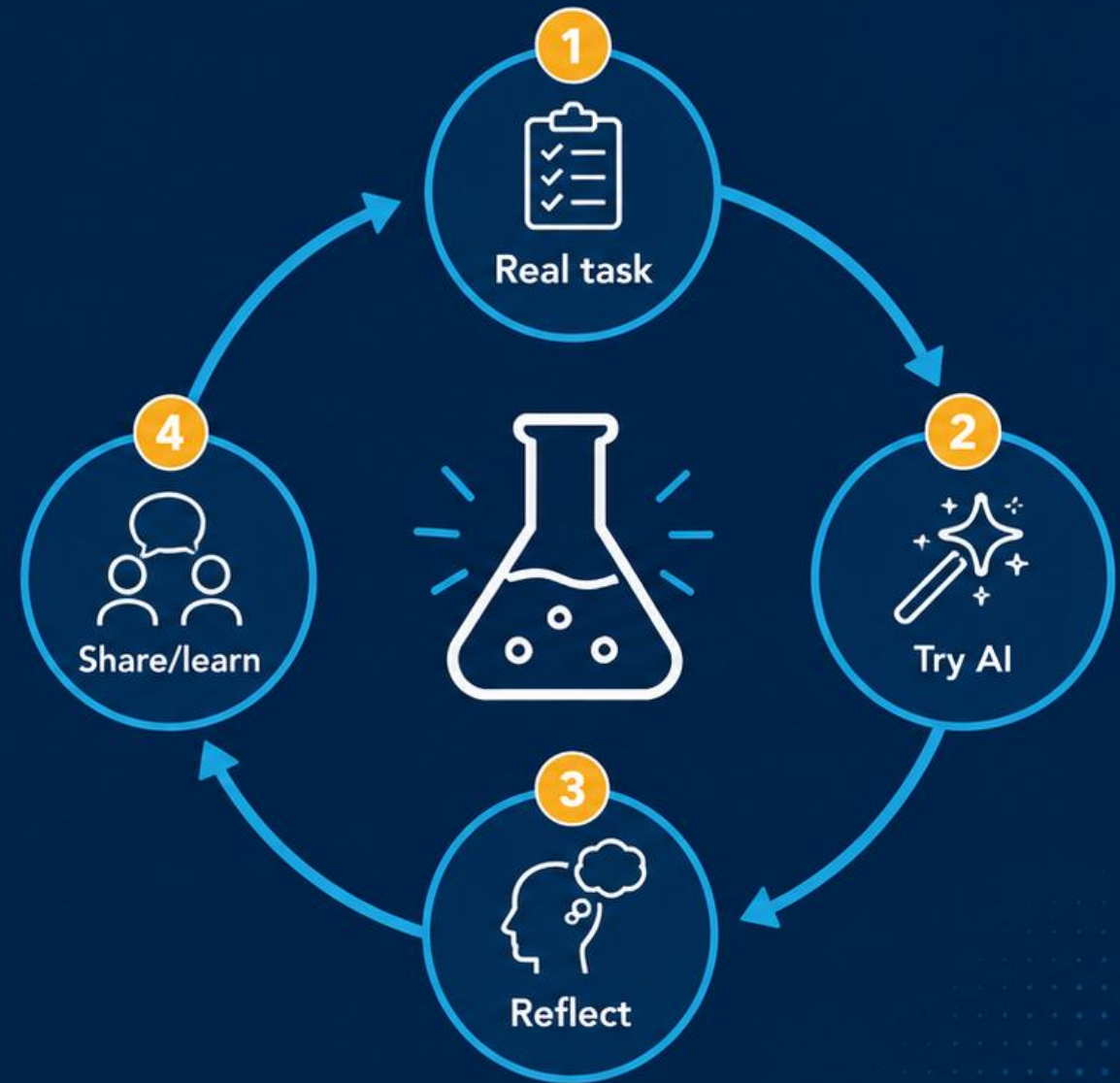


Key tension: Passive awareness vs active reinforcement.

Decision 5:

How should experimentation happen?

Organizations must decide whether AI experimentation will be random and isolated — or structured and supported.



Key tension:

Unstructured exploration **vs** guided activation.

Decision 6:

What capabilities actually matter?

AI fluency is not just prompting skill. It includes judgment, workflow integration, experimentation, and human + AI collaboration behaviors.



Prompting

Know how to frame clear, effective prompts to get better results.



Judgment

Critically evaluate AI outputs and apply domain expertise to make better decisions.



Workflow integration

Embed AI into existing workflows to drive efficiency and impact.



Human + AI collaboration

Work effectively with AI as a partner to amplify human strengths.



Key tension: Tool training vs workforce capability-building.



Decision 7:

How will adoption become sustainable?

Short-term excitement fades quickly unless AI becomes embedded into everyday workflows and operating rhythms.



Key tension: Launch momentum vs habit formation.



Continue the Conversation

Let's turn clarity into confident next steps.

Whether you're evaluating options, navigating complexity, or aligning stakeholders, we're here to help you move forward.



Reach out to explore what makes the most sense for your organization.



Skills Roundtable Series
Connecting leaders. Sharing insights. Driving results.



1. ASK A QUESTION

Have a specific challenge or question? Let's have a practical conversation.



2. EXPLORE OPTIONS

Let's discuss the right approach based on your goals and context.



3. PRESSURE-TEST STRATEGY

Bring us your thinking. We'll challenge it and help you de-risk decisions.



4. PLAN NEXT STEPS

Let's define an actionable path forward that creates real momentum.



SCHEDULE A CONVERSATION

We look forward to continuing the discussion.