EXECUTIVE BRIEF

AI Adoption Readiness

A readiness-led approach to moving from AI access and experimentation toward confident, responsible and productive use inside real workflows.

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AI adoption is not complete when people can open the tool. It becomes meaningful when people can use it with judgement, inside the work, with the system ready to support them.

The readiness question

Can people use AI responsibly, confidently and productively inside real workflows - and can the organisation support that use with clear leadership, governance and operating conditions?

Translate IDEAS™ treats AI adoption as a multidimensional readiness problem rather than a single training need.

FIVE READINESS DIMENSIONS

What must be ready for AI to create value

Dimension	AI readiness question	Evidence to observe
Mindset	Do people trust the use case and understand when AI should and should not be used?	Confidence, willingness, risk awareness, escalation behaviour.
Capability	Can people prompt, evaluate, refine and apply outputs with judgement?	Scenario quality, verification, role-specific fluency.
Culture	Do leaders and norms support responsible experimentation and learning?	Leadership signals, peer learning, psychological safety.
Technology	Are the right tools, data, access and governance available?	Access, integration, approved-tool use, policy clarity.
Execution	Has AI been integrated into workflows and accountabilities?	Workflow adoption, time/quality change, decision rights, handoffs.

A PRACTICAL ADOPTION PATHWAY

From access to embedded use

Stage	Focus	What good looks like
Orient	Purpose, risks and role relevance.	People understand where AI can help and where judgement remains essential.
Practice	Role-based tasks and scenarios.	People can use AI on realistic work, not generic prompts.
Integrate	Workflow redesign and manager support.	AI use fits processes, handoffs and quality standards.
Evidence	Track responsible use and value.	Teams capture quality, confidence, efficiency and exception patterns.

External evidence

BCG's 2025 AI at Work research reported broad employee adoption but emphasised that organisations capturing more impact were redesigning workflows and investing in leadership and training. SHRM's 2026 research shows uneven AI adoption across HR functions and highlights governance, policy and human judgement as continuing challenges. McKinsey's 2026 learning research argues that organisations need continuous learning systems as AI changes work at speed.

The question is not 'Have we trained people on AI?' It is 'Can people and systems now use AI well where it matters?'

EVIDENCE BASE

References & source discipline

External sources inform the problem landscape. They are not presented as validation of Translate IDEAS™ proprietary frameworks.

1. Boston Consulting Group (2025). AI at Work: Momentum Builds, but Gaps Remain.
2. SHRM (2026). The State of AI in HR 2026.
3. McKinsey & Company (2026). Reimagine learning and development for the AI age.
4. World Economic Forum (2025). Future of Jobs Report 2025.

AI readiness is a moving condition. As tools, roles and risks change, organisations must keep learning, governance and workflow design connected.