

ARTIFICIAL INTELLIGENCE

# Organizational Adoption

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*Governance · Culture & Policy · Workforce Strategy*

# AI Adoption Effects the Whole Organization

## Execution Takes Everyone

### Prioritize experimentation

- Organic growth, with guidance
- Provide avenues for testing and data usage to go along with them
- Opportunity to bring everyone together

## Champions & Workforce Strategy

### Pillars of execution

- Governance
- Users need guardrails
- Champions and workforce strategy

### Guide the path

- Culture & Policy
- Three phase approach

# AI Adoption Effects the Whole Organization

## Life finds a way, so will your users

- People are exposed to these tools at home, etc.
- Guardrails provide them a path to go down and what not to do
- Records management and privacy continue to come up through out adoption
- Agility and Communication plans are important

## What is AI Ready Data?

- What are your retention polices?
- How many copies are you willing to keep?
- Planning for growth
  - Not a new problem, but it is an opportunity for cultural change

# Key Takeaways

## 1 Governance First

Guardrails enable usage. Define what is allowed and what isn't before users find their own way. Involve all areas upfront

## 2 Guide, Don't Mandate, as much as possible

Organic growth outperforms top-down rollouts. Cultivate champions and let culture lead.

## 3 Meet People Where They Are

Employees already use AI tools. Your strategy should channel that energy, not block it. Provide tools, encourage experimentation.

## 4 Own Your Data Story

AI accelerates data creation. Keep revisiting retention, privacy, and records policies now — not later.