

ESAMM Executive Infographic Series

People-first, tech-agnostic AI maturity

Executive-ready AI maturity, in 12 moves



ESAMMsm is the tool at the center of the signature certification program for executives and leaders developed by the Accolade Institute LLC.

Align First

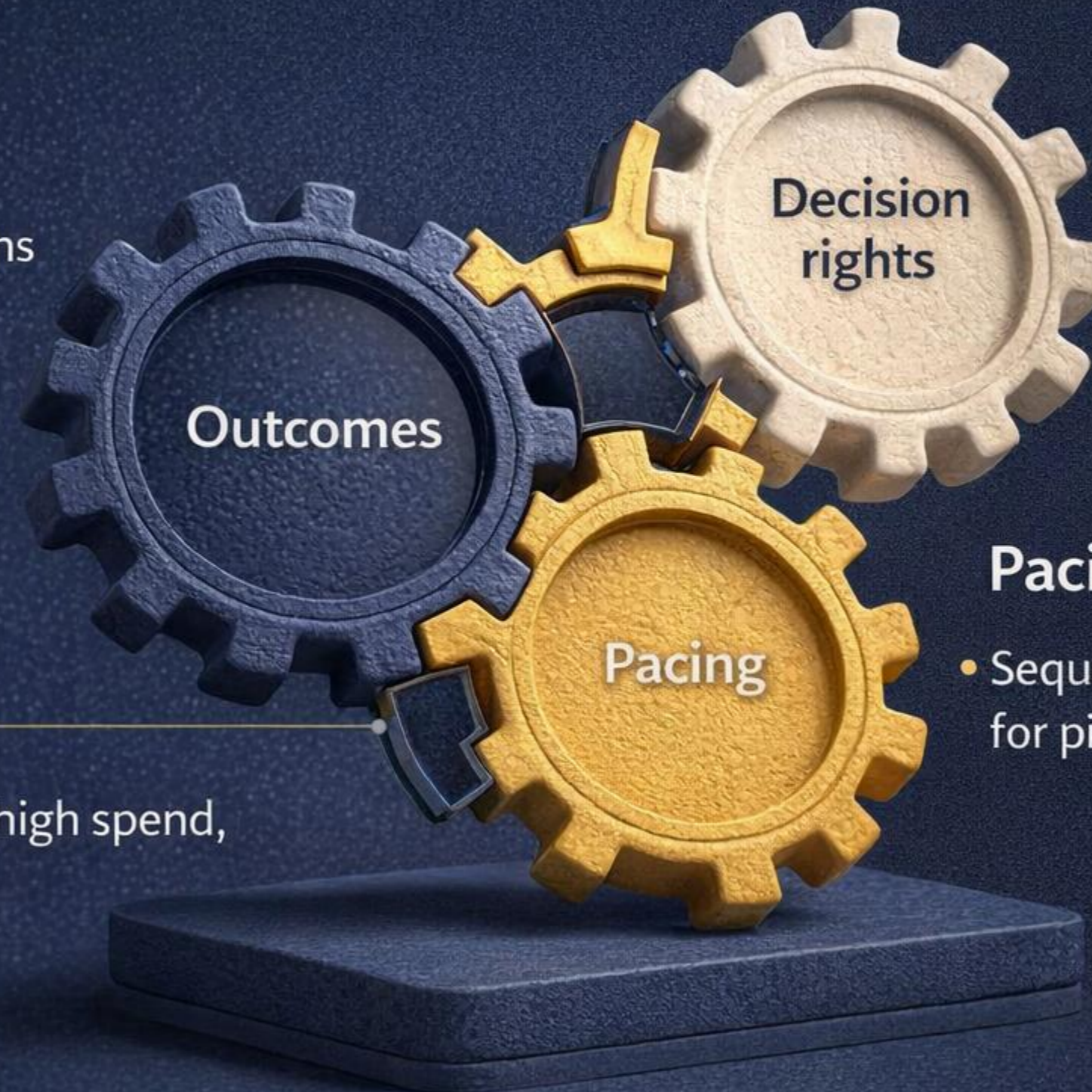
Get on the same page from the start

Outcomes

- What success means (measurable, business-led)

Risk if ignored

- Scattered pilots, high spend, low adoption



Decision rights

- Who approves, owns risk, and removes blockers

Pacing

- Sequence and cadence for pilots → scale

Strategy Before Tools

Start with:

1. Identify **business problems**
2. Optimize relevant **workflows**
3. Assess **people readiness**

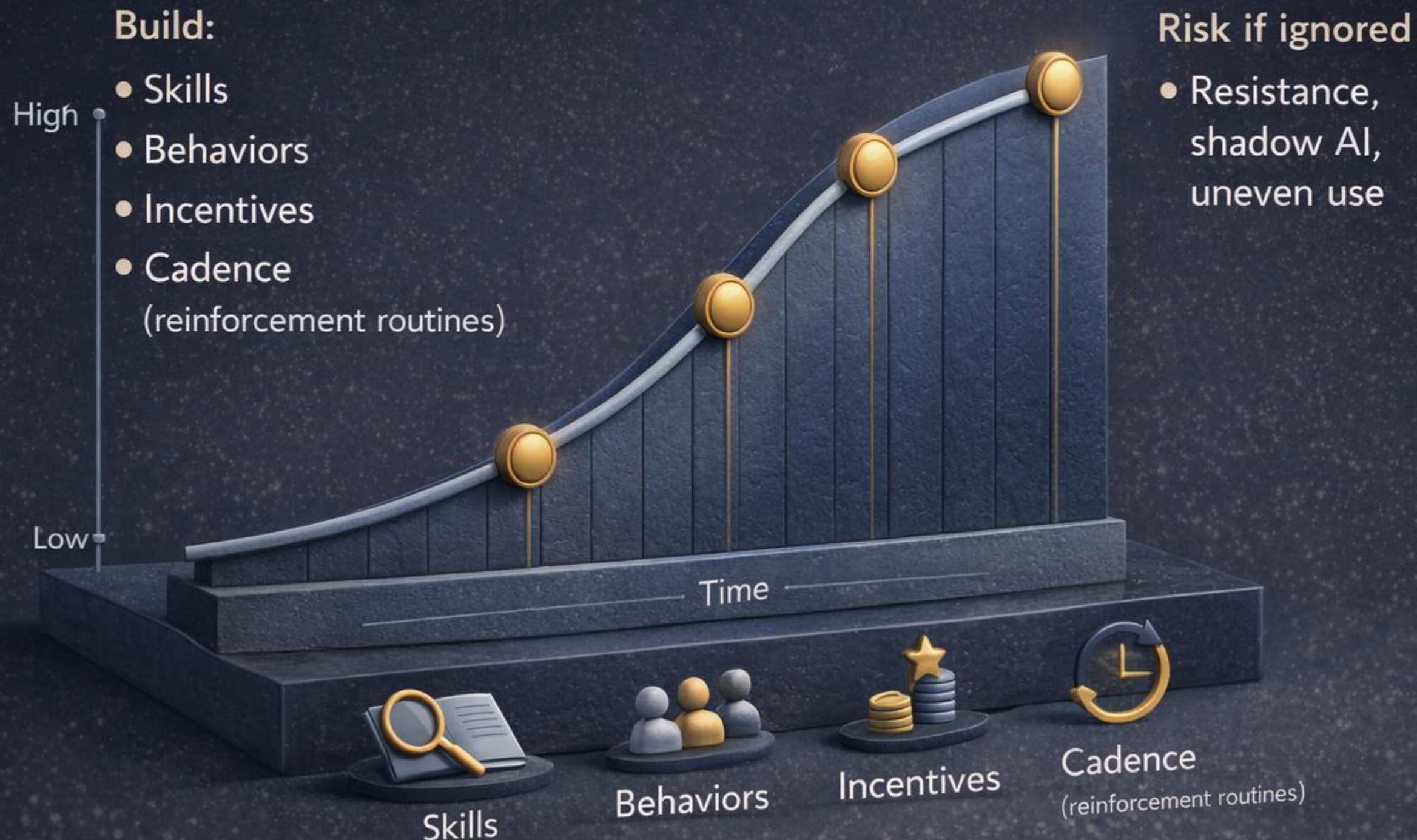


Risk if ignored

Shiny-object waste, eroded trust

Adoption is ROI

Adoption is a capability shift, not a rollout

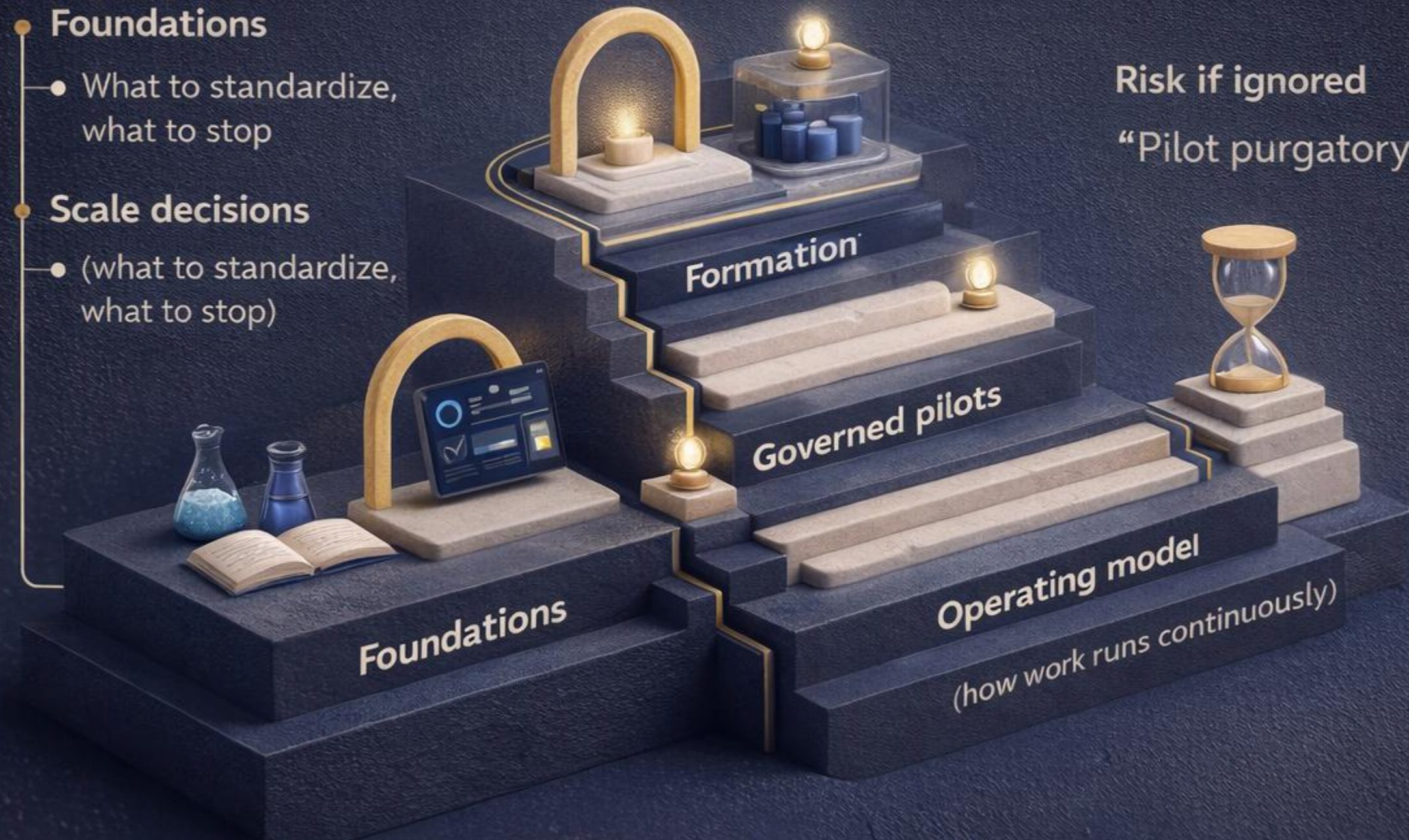


Pilots → Portfolio

Move from experiments to an intentional portfolio:

Foundations

- What to standardize, what to stop
- Scale decisions
- (what to standardize, what to stop)



Stair-step roadmap with gated milestones

HR Co-Leads the Transformation

HR enables readiness and sustained adoption:

- ✓ Establish workforce readiness
- ✓ Lead reskilling of employees
- ✓ Ensure employees have role clarity
- ✓ Build adoption routines (new habits + reinforcement)



Risk if ignored

- ⊗ Growing skill gaps
- ⊗ Change fatigue among employees
- ⊗ AI initiatives feel “done to them”

Governance = Confidence

Establish governance that enables speed **and safety**:

- Decision rights
- Risk thresholds
- Monitoring
- Accountability

Risk if ignored

- Legal, reputational, and operational exposure



Value Discipline

Define value metrics early (examples):

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- **Time** (cycle-time reduction)
- **Quality** (error rate, customer outcomes)
- **Risk** (compliance, incidents avoided)

Risk if ignored

- Anecdotal wins, funding collapses



Scale Without Silos

Build cross-functional scaling through:

- Shared language across functions
- Formal collaboration (repeatable handoffs)

Capability mapping:

- Map readiness by role/dimension
- Identify the **bottleneck role** limiting scale



Risk if ignored

- Duplication, inconsistent standards, fragmented user experience

Make It Repeatable

Board-level advantage

Compete on
maturity, not hype

Lead change:

Communicate clearly ▶

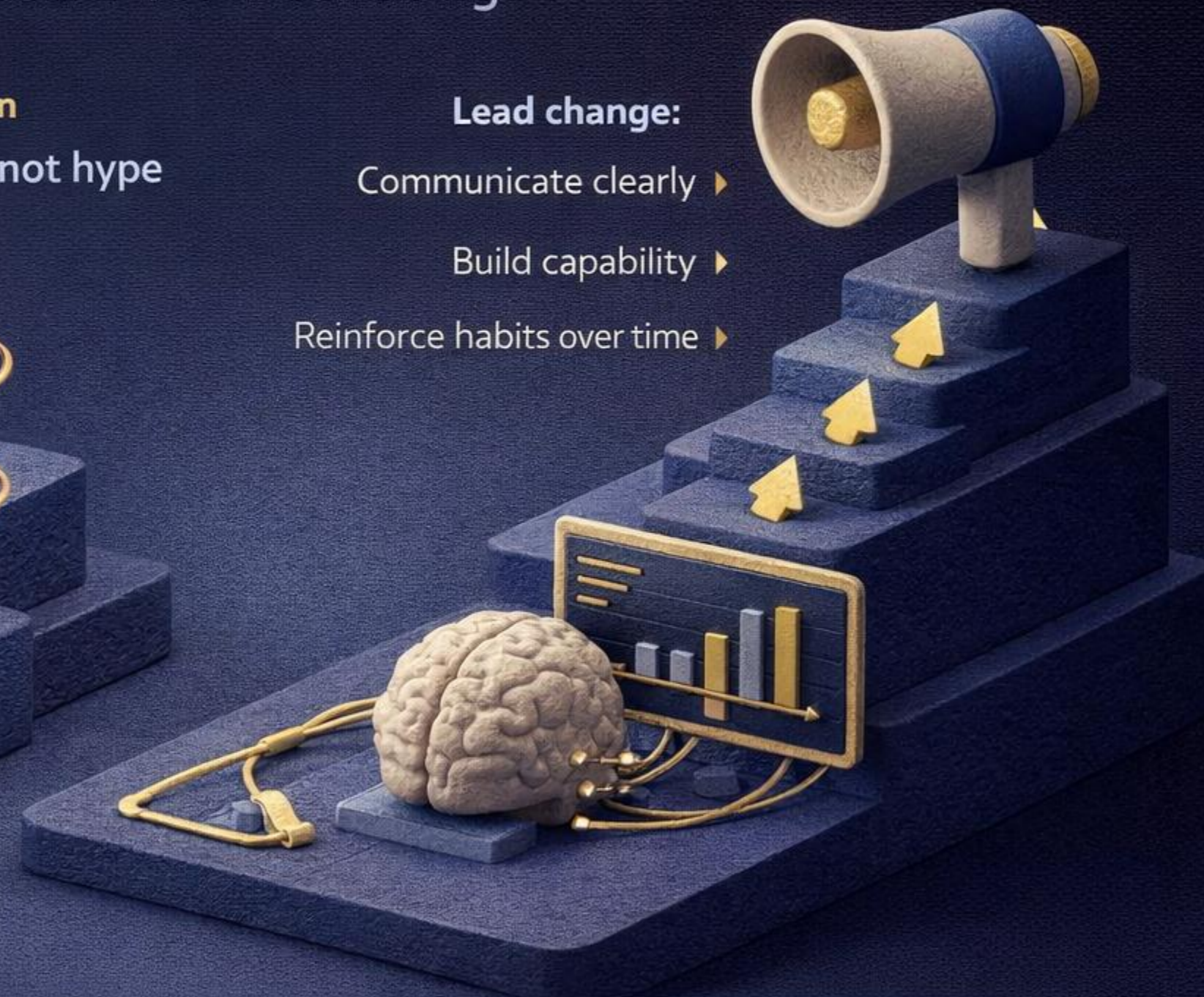
Build capability ▶

Reinforce habits over time ▶



Build sustainability with:

- ◆ Routines
- ◆ Controls
- ◆ Continuous improvement



Closing takeaway A people-first, tech-agnostic maturity system turns AI into a **durable** executive advantage

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