

AI Adoption Roadmap Cheat Sheet

ROADMAP COMPONENTS	Example
1. The promise of value - Clearly articulate AI's value proposition. - Align AI adoption with business goals. - Create a compelling narrative to engage stakeholders.	"AI can enable HR to accelerate hiring, enhance employee support, and optimize learning experiences—ensuring a more efficient, engaged, and future-ready workforce."
2. Measures of success - Define clear, measurable outcomes. - Set baseline metrics and target improvements. - Link success indicators to business impact.	Talent acquisition: Reduce time-to-hire from 45 days to 30 days. Employee engagement: Increase HR chatbot resolution rate from 60% to 85%. L&D: Improve leadership program completion rates from 70% to 90%.
3. Implementation plan and timeline - Outline key AI use cases. - Identify responsible stakeholders. - Define resource needs (technology, budget, talent). - Map milestones and delivery phases. - Evaluate the success of pilot programs and incorporate key learnings into the broader implementation plan.	Q1: Deploy AI-powered resume screening to prioritize top candidates and accelerate hiring. Q2: Launch an AI-driven HR chatbot to handle common employee inquiries and improve response time. Q3: Implement AI-driven learning recommendations to personalize leadership development. Q4: Use AI analytics to optimize hiring predictions, chatbot responses, and learning engagement strategies.
4. Vendors - Ensure AI vendors align with business needs and integrate seamlessly. - Evaluate scalability, ease of use, and long-term viability. - Prioritize vendors that enhance personalization, efficiency, and insights.	Vendor 1: AI-powered candidate screening platform that reduces hiring bottlenecks. Vendor 2: AI chatbot that improves query resolution rates and provides 24/7 support. Vendor 3: Personalized learning recommendation engine.
5. Success enablers - Build AI capabilities within the organization, focusing on processes, systems, and skills. - Establish governance frameworks for compliance and risk management. - Drive adoption through structured change management.	Build foundational AI skills for technology users. Refine processes to assign clear responsibilities and handover points. Integrate AI technologies into existing systems for efficiency. Establish an oversight committee responsible for AI implementation. Educate teams on the benefits and efficiency gains of the AI systems and establish feedback loops to gather feedback.