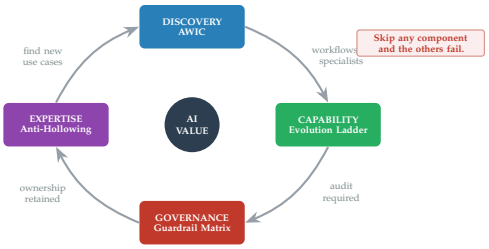
THE AI ADOPTION SYSTEM

A Complete Framework for Enterprise AI Capability

AI Strategy Consultant

The Counterintuitive Truth Most organizations assume more AI autonomy means less oversight. **This is exactly backwards.** A Stage 5 automated workflow requires *more* sophisticated auditing than a Stage 1 conversation—multi-model peer review, rule-based gates, expert sign-off. Trust is *maintained* through verification, not granted once.

The Integrated System



Problem: No one knows which AI apps will work in your context.

Solution: Monthly discover → prototype → validate → standardize.

Output: Growing library of validated AI workflows.

Problem: Organizations block everything or enable chaos.

Solution: Task risk × data sensitivity × automation × audit intensity.

Output: Controls that enable scaling, not prevent experimentation.

Problem: 73% of AI users stuck at Stage 1.

Solution: 5-stage progression; human role: Worker → Governor.

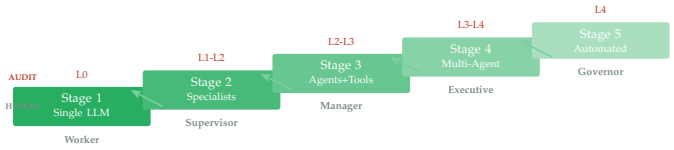
Output: Value compounds; humans manage AI, not just use it.

Problem: People keep titles while losing craft.

Solution: First Draft Not First Thought + expertise encoding.

Output: Human judgment preserved; AI handles execution.

The Evolution Ladder



The 73/27 split: Most users never leave Stage 1. The value is in Stages 2–5. This progression is learnable.

Audit Intensity Ladder

Level	Audit Type	Owner	Stage
light L0	None (experimentation)	Individual	1
L1	Single-model self-check	Individual	2
light L2	Second-model peer review	Team	2–3
L3	Multi-model + human	Manager	3–4
light L4	Multi-model + rules + expert	Governance	4–5

Key: Audit intensity increases as autonomy increases.

Testable Hypotheses

Discovery: Structured cycles → 3× more use cases (0.70)

Capability: Ladder progression → 5× more value (0.80)

Governance: Layered audits → 70% fewer incidents (0.75)

Expertise: Anti-hollowing → 2× capability retention (0.65)

Year 1 Deliverables

Research Notes

- ▷ The AI Adoption System
- ▷ More Autonomy = More Auditing
- ▷ From Prompter to Manager
- ▷ The Anti-Hollowing Playbook
- ▷ Why 40% of Agentic AI Fails

Tools & Workshops

- ▷ Guardrail Matrix Template
- ▷ Evolution Ladder Assessment
- ▷ Multi-Model Audit Patterns
- ▷ Symposium keynote (30 min)
- ▷ Full-day workshop

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"AI isn't replacing your workforce. It's testing whether your workforce can evolve."

Multi-Model Audit Patterns

Pattern A: Peer Model Review
Model A produces → Model B reviews for errors/hallucinations → Human resolves.
Use: Medium-stakes internal work (L2)

Pattern B: Variety Check
Two different model families (GPT + Claude + local) → Compare conclusions → Flag divergence.
Use: High-stakes reasoning (L3)

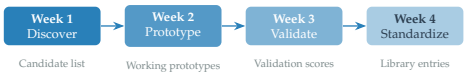
Pattern C: Role-Separated Agents
Generator → Critic → Verifier, each with explicit rubric → Final pass enforces constraints.
Use: Documents for standardization (L3–L4)

Pattern D: Rule-Based Gate + Model

Deterministic checks (citations, structure, policy) THEN model critique.

Use: Compliance, regulated domains (L4)

AWIC Monthly Cadence



Scoring Rubric:

Impact — time saved, throughput, error reduction (quantified)

Risk — data exposure, hallucination cost, downstream harm

Repeatability — can others run it reliably?

Adoption Friction — training time, tool access, integration

Anti-Hollowing Practices

The Master Rule: First Draft, Not First Thought

Use AI liberally for:

- Drafting, formatting, summarizing, boilerplate
- Data pulls, first-pass analysis, prototyping
- Anything where structure is known and you're reviewing

Never let AI produce the first thought on:

- What problem you're solving and why
- Which priorities to pursue
- How to frame difficult conversations
- Strategic direction

The Test: When you're about to type "What should I do about X?" into AI—STOP.

Write your answer first. Then ask AI to stress-test it.

Task Risk × Audit Matrix

Task Class	Auto	Passes	Human
light Low-risk internal	Full	1 / 1 model	Spot-check
Medium internal	Semi	2 / 2 peer	Review
light High-stakes internal	Assistive	3 / 2–3 varied	Sign-off
External-facing	Assistive	3 / 2 + policy	Approval
light Regulated	Draft-only	4+ / multi+rules	Expert own

Automation depth decreases as consequence increases; audit depth increases.

Diagnostic Questions

Discovery (AWIC)

- Do employees have sanctioned access to experiment with AI?
- Is there a monthly cadence for harvesting discoveries?
- Do you have a growing library of role-specific AI SOPs?

Governance (Guardrail Matrix)

- Does audit intensity INCREASE as autonomy increases?
- Are you using multi-model auditing for high-stakes work?
- Is data sensitivity mapped to model access restrictions?

Capability (Evolution Ladder)

- What % of AI users are beyond Stage 1?
- Do individuals have prompted specialists (Stage 2+)?
- Are there multi-agent teams or automated workflows?

Expertise (Anti-Hollowing)

- Do you have "First Draft Not First Thought" policies?
- Are specialist definitions encoding real expertise?
- Do reviewers take ownership, or just check boxes?

Executive Reassurance

> "AI here behaves like a junior employee under supervision at first, and like infrastructure only after it proves itself repeatedly—with **more sophisticated oversight at higher autonomy levels, not less.**
>
> Our people aren't being replaced. They're becoming managers who encode their expertise into the systems and take ownership of outputs."

What executives need to know:
Where AI can act autonomously → Guardrail Matrix
How errors are caught → Audit Intensity Ladder
Who is accountable → Anti-Hollowing (ownership review)
Are we improving → AWIC metrics + Ladder progression

What executives do NOT need to know:

Prompt syntax, transformer variants, embeddings, agent orchestration.

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