AI Readiness Assessment

A Scalable Framework for Organizational AI Readiness and Transformation



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Connecting Leaders to Their Data

Purpose of the Methodology

AI readiness extends far beyond technology adoption

01
Holistic Readiness

Evaluates institutional preparedness across leadership, governance, workforce, culture, operations & technology -- not technology alone.

02
Evidence-Based Diagnostics

Uses structured surveys, stakeholder interviews, benchmarking, and maturity assessments to produce objective, actionable readiness scores.

03
Sector-Agnostic Design

Scalable and adaptable across governments, GLCs, enterprises, and regulated industries throughout Malaysia and ASEAN.

04
Transformation-Ready

Translates readiness findings into prioritised roadmaps with clear accountability, phased milestones, and evidence-based investment logic.

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Overall Methodology Approach

A structured, multi-method assessment approach designed to produce credible and actionable readiness intelligence

1	2	3	4	5	6
Leadership Engagement	**Stakeholder Interviews**	**Diagnostic Surveys**	**Focus Groups**	**Policy & Document Review**	**Maturity Benchmarking**
CEO, Board & C-Suite interviews and briefings	In-depth one-on-one and group interviews	Quantitative readiness surveys across all levels	Cross-functional workshop sessions	Review of strategies, policies, and governance frameworks	Sector and international comparator benchmarking

Each assessment phase is designed to triangulate findings, reduce bias, and ensure findings reflect institutional reality - not surface perceptions

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The Six Readiness Dimensions

A comprehensive, integrated framework assessing organisational AI readiness across six interdependent dimensions

01

Strategy & Leadership

02

Governance & Risk

03

Talent & Workforce

04

Technology & Data Enablement

05

Culture & Change Readiness

06

Operational & Process Readiness

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Dimension 01 | Strategy & Leadership

AI transformation succeeds or fails at the leadership level. Strategic intent without executive conviction becomes performance theatre

- Leadership sponsorship and visible executive commitment to AI Transformation
- AI strategic alignment -- how well AI priorities connect to business and national objectives
- C-suite accountability and role clarity in AI governance and decision-making
- Transformation leadership capability and change readiness at the top
- Decision-making agility in navigating AI-related risk and opportunity

Sample Assessment Questions

Q1 Does your organisation have a board-approved AI strategy with defined accountability at the executive level?

Q2 How actively does senior leadership champion AI initiatives, and how is that sponsorship measured and made visible across the organisation?

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Dimension 02 | Governance & Risk

AI governance is now a board-level and enterprise risk consideration. Organisations without governance structures are building on unstable foundations

- Governance structures and frameworks for AI oversight and accountability
- AI ethics policies, principles, and responsible use guidelines
- Cybersecurity readiness and data protection in AI deployment
- Regulatory compliance and alignment to national AI policy frameworks
- Human oversight mechanisms and AI audit and assurance processes

Sample Assessment Questions

Q1 Does your organisation have a documented AI governance framework with defined roles, ethics principles, and escalation protocols?

Q2 How does the organisation manage AI-related risks including bias, data misuse, cybersecurity breaches, and regulatory non-compliance?

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Dimension 03 | Talent & Workforce Readiness

AI transformation is fundamentally a workforce transformation challenge. The capability gap is human before it is technological

- AI literacy levels across leadership, management, and frontline
- workforce
- Upskilling and reskilling capacity -- speed, scale, and institutional commitment
- Future skills identification and workforce capability planning
- Leadership readiness for human-AI collaboration and team redesign
- Talent attraction and retention in AI-critical roles and functions

Sample Assessment Questions

Q1 What percentage of your workforce has received structured AI literacy training in the past 12 months, and what is the planned trajectory?

Q2 Does your organisation have a defined AI talent strategy that addresses skills gaps, succession for AI roles, and human-AI collaboration models?

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Dimension 04 | Technology & Data Enablement

AI success is heavily dependent on foundational digital and data readiness. Infrastructure gaps become AI adoption ceilings

- Digital infrastructure maturity -- cloud, connectivity, and compute capacity
- Data quality, governance, and accessibility for AI model training and Deployment
- Systems integration and interoperability across platforms and data sources
- Cybersecurity posture and resilience in AI-enabled operating environments
- Scalability and vendor independence in AI technology architecture

Sample Assessment Questions

Q1 How would you assess the quality, completeness, and governance of your organisation's data assets as a foundation for AI deployment?

Q2 Does your organisation have the technical infrastructure -- cloud, connectivity, and compute -- to support scalable AI deployment at enterprise level?

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Dimension 05 | Culture & Change Readiness

Many AI initiatives fail due to cultural resistance, not technology limitations. Behavioural readiness is as critical as technical readiness

- Innovation culture and openness to AI-driven change and experimentation
- Change agility -- speed at which the organisation adapts to new ways of working
- Trust in AI systems and leadership credibility in managing transition
- Cross-functional collaboration and knowledge-sharing behaviours
- Psychological safety and willingness to raise concerns about AI adoption

Sample Assessment Questions

Q1 How would you describe the organisation's cultural readiness to embrace AI-driven change -- from leadership modelling to frontline adoption?

Q2 What mechanisms exist to surface resistance, manage change fatigue, and sustain momentum in long-cycle AI transformation programmes?

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Dimension 06 | Operational & Process Readiness

Operational fragmentation limits scalable AI adoption. organisations must assess process maturity before deploying AI at enterprise scale

- Workflow and process maturity -- standardisation, documentation, and discipline
- Automation potential and identification of high-value AI use cases
- Process integration and readiness for AI-embedded operating models
- Operational data capture and availability to enable AI-driven optimization
- Execution capability -- capacity to implement, monitor, and sustain AI deployment

Sample Assessment Questions

Q1 Which core operational processes are sufficiently mature and standardised to be candidates for AI-driven automation or augmentation?

Q2 How does your organisation currently measure operational performance and how would AI-driven insights integrate into existing reporting and decision cycles?

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Overall Assessment Outcomes

The methodology produces a structured suite of outputs designed to drive evidence-based decision-making and phased transformation

01 Readiness Score
Dimension-by-dimension scoring against validated maturity benchmarks, enabling objective baseline measurement.

02 Maturity Positioning
Organisational placement on a 5-level AI Maturity Scale, from Nascent to Leading across all six dimensions.

03 Capability Heatmap
Visual heatmap identifying strongest and weakest readiness areas, enabling targeted intervention planning.

04 Gap Analysis
Structured identification of critical readiness gaps with root-cause mapping and prioritisation logic.

05 Priority Recommendations
A ranked, evidence-based action agenda aligned to institutional context, capability, and resource realities.

06 Transformation Roadmap
Phased 6-to-18-month roadmap with milestones, accountability owners, and investment sequencing guidance.

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Thank You

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