

A ONE-PAGE CHECK FROM AI FOR BUSINESS LEADERS

AI Readiness Check for Leadership Teams

If your three most experienced people left tomorrow, what would your company still know?

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AI does not fix chaos. It scales it. If a company is unclear, AI accelerates unclear work; if its memory is weak, AI searches weak memory.

Answer these twelve questions together, as a leadership team. Say yes only if it is true today, not planned.

01 MEMORY *What the company knows*

- 1 Is the know-how of your most experienced people written down, so the company keeps it if they leave? ☐ Yes ☐ No
- 2 Are key decisions, customer history and ways of working kept where people, and AI, can find and use them? ☐ Yes ☐ No
- 3 Before a restructure, a cost cut or a senior exit, do you capture what experienced people know first? Before you cut, capture. ☐ Yes ☐ No

02 REASONING *How decisions get made*

- 4 Can you name the few decisions that matter most in your business, and who owns each one? ☐ Yes ☐ No
- 5 Could a capable new person follow your core processes without a hero stepping in? ☐ Yes ☐ No

03 ACTION *Where AI does the work*

- 6 Have you chosen one workflow where AI should save real time or money, rather than a list of tools to try? ☐ Yes ☐ No
- 7 Have you sorted work into what AI can automate, what it should prepare for a named person to approve, and what must be escalated? ☐ Yes ☐ No
- 8 When AI touches customers, money or people's jobs, does a named human make the decision? AI recommends, humans decide. ☐ Yes ☐ No

04 FEEDBACK *How the company learns*

- 9 Will you judge an AI pilot by its output (time, cost, quality), not by activity? ☐ Yes ☐ No
- 10 Is there a fixed date to decide whether each pilot scales, gets fixed or stops? ☐ Yes ☐ No

05 OWNERSHIP *Who owns AI*

- 11 Does a small internal team own AI in your company, rather than leaving it to a vendor? Do not outsource your brain. ☐ Yes ☐ No
- 12 Do your controls match the stakes: light for low-risk, reversible work and strict for critical work? ☐ Yes ☐ No

YOUR SCORE *Count your yeses.*

10-12

Build loops

Your company has a system worth amplifying. Run one governed 90-day pilot, then decide to scale, fix or stop.

6-9

Fix the weakest part first

Find which of memory, reasoning, action or feedback scored lowest and strengthen it before you scale anything. Start small, but start seriously.

0-5

Design before you deploy

AI would amplify what is unclear today. Start with memory: capture what your most experienced people know.

The full Company Brain framework, with a 21-statement AI Readiness Audit and the 90-Day AI Leadership Playbook, is in **AI for Business Leaders (Second Edition)**, in hardcover on Amazon India: [amazon.in/dp/9360769622](https://www.amazon.in/dp/9360769622). To talk to Vinay about your leadership team, send an enquiry at vinaypasricha.com/paths/ai-for-business.