



AI Readiness Assessment for Mining Operations

A Comprehensive Evaluation Tool for Leaders

Developed exclusively for the AI for Mining Leaders course delivered in partnership with SAIMM.

Overview

This assessment helps you determine if your mining operation is ready to successfully implement AI initiatives. It evaluates seven critical dimensions of readiness and provides actionable guidance based on your results.

Time to Complete: 20-30 minutes (Quick Version) or 45-60 minutes (Detailed Version)

Who Should Complete This:

- Operations managers
- Site leaders
- Technical directors
- Anyone planning to champion an AI initiative

How to Use the Results:

- Identify your current readiness level
- Understand gaps that need to be addressed
- Prioritize actions to improve readiness
- Determine if you're ready to start AI pilots now or need preparation

The Seven Dimensions of AI Readiness

Your organization's AI readiness depends on these seven factors:

1. **DATA MATURITY** - Quality, accessibility, and governance of your data
2. **TECHNICAL INFRASTRUCTURE** - Systems, connectivity, and IT capability
3. **ORGANIZATIONAL CULTURE** - Openness to change, innovation mindset
4. **LEADERSHIP SUPPORT** - Executive sponsorship and commitment
5. **SKILLS & CAPABILITY** - Current workforce skills and learning capacity
6. **STRATEGIC ALIGNMENT** - Clear business case and strategic fit
7. **CHANGE READINESS** - Ability to manage organizational change

Each dimension is scored on a scale of 1-5, where:

- **1 = Not Ready** (Significant gaps, needs foundational work)
- **2 = Beginning** (Some elements in place, much work needed)
- **3 = Developing** (Making progress, gaps remain)
- **4 = Advanced** (Strong foundation, minor gaps)
- **5 = Leading** (Best-in-class, ready to scale)

QUICK ASSESSMENT (10 Questions)

Instructions: For each question, select the option that best describes your current situation.

Question 1: Data Quality

"How would you describe the quality of data in your key operational systems?"

- **1 - Poor:** Significant data quality issues; missing data; inconsistent formats; unreliable
- **2 - Fair:** Data exists but has quality issues; manual cleanup needed regularly
- **3 - Good:** Generally reliable data with occasional issues; some manual intervention needed
- **4 - Very Good:** High quality data; standardized; minimal issues; mostly automated

- **5 - Excellent:** Exceptional data quality; real-time; automated quality checks; trusted by all

Your Score: _____

Question 2: Data Accessibility

"How easily can you access and integrate data from different systems?"

- **1 - Very Difficult:** Data trapped in silos; requires IT intervention; manual extraction
- **2 - Difficult:** Some integration exists but limited; significant effort to combine data sources
- **3 - Moderate:** Integration possible with effort; some automated flows; manual steps remain
- **4 - Easy:** Most systems integrated; automated data flows; some manual processes
- **5 - Very Easy:** Fully integrated data environment; real-time access; self-service analytics

Your Score: _____

Question 3: Technical Infrastructure

"How would you rate your IT infrastructure for supporting AI initiatives?"

- **1 - Inadequate:** Legacy systems; poor connectivity; limited computing resources; frequent outages
- **2 - Basic:** Some modern systems; connectivity issues at sites; limited cloud access
- **3 - Adequate:** Mix of legacy and modern; generally reliable; some cloud capability
- **4 - Strong:** Modern systems; reliable connectivity; cloud infrastructure; scalable
- **5 - World-Class:** State-of-art infrastructure; high-speed connectivity everywhere; cloud-native; edge computing

Your Score: _____

Question 4: Innovation Culture

"How does your organization respond to new technologies and ways of working?"

- **1 - Resistant:** "We've always done it this way"; strong resistance to change; risk-averse
- **2 - Skeptical:** Open to ideas but slow to adopt; "prove it first" mentality; cautious
- **3 - Receptive:** Willing to try new things; some innovation happening; mixed reactions
- **4 - Embracing:** Active innovation culture; experimentation encouraged; early adoption
- **5 - Leading:** Innovation is core to identity; continuous experimentation; industry leader

Your Score: _____

Question 5: Executive Support

"What level of support do you have from senior leadership for AI initiatives?"

- **1 - None:** No executive awareness or interest; not a priority; no budget
- **2 - Limited:** Some awareness but no active sponsorship; unclear commitment; limited budget
- **3 - Moderate:** Leadership interested; one executive champion; some budget allocated
- **4 - Strong:** Active executive sponsorship; clear commitment; adequate budget; regular reviews
- **5 - Exceptional:** CEO/COO level championship; strategic priority; significant investment; board engagement

Your Score: _____

Question 6: Workforce Skills

"How would you assess your workforce's capability to work with AI and data?"

- **1 - Low:** Little to no data literacy; no AI skills; strong technical skills gap
 - **2 - Basic:** Some technical staff with skills; general workforce has limited data literacy
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- **3 - Developing:** Growing capability; some training completed; pockets of expertise
- **4 - Good:** Broad data literacy; several AI-capable staff; continuous learning culture
- **5 - Advanced:** High data/AI literacy across organization; in-house data science team; continuous upskilling

Your Score: _____

Question 7: Strategic Clarity

"How clear is your business case and strategy for AI?"

- **1 - None:** No defined strategy; no clear use cases; exploring vaguely
- **2 - Emerging:** Starting to identify opportunities; no formal strategy; early discussions
- **3 - Developing:** Use cases identified; draft strategy exists; some alignment
- **4 - Clear:** Well-defined strategy; prioritized use cases; clear ROI; stakeholder buy-in
- **5 - Comprehensive:** Enterprise AI strategy; portfolio of use cases; proven ROI; multi-year roadmap

Your Score: _____

Question 8: Change Management Capability

"How effective is your organization at managing large-scale change?"

- **1 - Poor:** Past change initiatives failed; strong resistance; no formal processes
- **2 - Fair:** Mixed results from past changes; informal approach; reactive
- **3 - Good:** Some successful changes; basic processes exist; learning from experience
- **4 - Strong:** Consistent success with change; formal methodology; proactive planning
- **5 - Excellent:** Change management excellence; high success rate; embedded capability

Your Score: _____

Question 9: Problem Definition

"How well have you defined the specific problems AI will solve?"

- **1 - Unclear:** Looking at AI generally; no specific problems identified; exploratory phase
- **2 - Vague:** General problem areas identified; not quantified; unclear scope
- **3 - Defined:** Specific problems identified; some quantification; reasonable clarity
- **4 - Well-Defined:** Clear, quantified problems; root causes understood; impacts measured
- **5 - Precisely Defined:** Detailed problem statements; comprehensive quantification; validated by stakeholders

Your Score: _____

Question 10: Risk Management

"How prepared are you to manage risks associated with AI implementation?"

- **1 - Unprepared:** No risk assessment; haven't considered risks; reactive approach
- **2 - Aware:** Aware of some risks but no formal plan; ad hoc approach
- **3 - Planning:** Risk assessment started; some mitigation plans; basic governance
- **4 - Prepared:** Comprehensive risk assessment; mitigation plans; governance framework
- **5 - Mature:** Enterprise risk management for AI; continuous monitoring; robust governance; ethical frameworks

Your Score: _____

QUICK ASSESSMENT SCORING

Calculate Your Total Score

Add up your scores from all 10 questions:

Total Score: _____ / 50

Interpret Your Results

40-50 Points: READY TO SCALE ● **Status:** Your organization is well-positioned for AI implementation

What This Means:

- You have strong fundamentals in place
- You can move directly to pilot projects
- You're ready to tackle moderate-to-complex AI initiatives
- Focus on execution and scaling successful pilots

Next Steps:

1. Select 2-3 high-value use cases
2. Launch pilots within 30-60 days
3. Build internal center of excellence
4. Share learnings across organization

Timeline to Value: 3-6 months for first pilots

30-39 Points: READY TO START ● **Status:** You have a solid foundation; address minor gaps while moving forward

What This Means:

- Core elements are in place
- Some gaps need addressing but won't prevent starting
- Begin with simpler AI initiatives while building capability
- Parallel path: pilot + foundational strengthening

Next Steps:

1. Address top 1-2 gap areas identified
2. Start with Quick Win AI projects (low complexity)
3. Build skills through doing
4. Establish governance frameworks

Timeline to Value: 6-9 months for meaningful results

20-29 Points: PREPARE FIRST ● **Status:** Significant gaps exist; invest in readiness before major AI initiatives

What This Means:

- Foundational work needed before AI pilots
- Starting now would likely lead to failure
- 3-6 months of preparation recommended
- Use this time to build organizational capability

Next Steps:

1. Prioritize gap closure in critical areas
2. Start with awareness and education
3. Build data infrastructure
4. Secure executive sponsorship
5. Run very small experiments only

Timeline to Value: 9-12 months (after 3-6 month prep)

10-19 Points: BUILD FOUNDATION ● **Status:** Not ready for AI implementation; foundational work required

What This Means:

- Multiple critical gaps exist
- AI implementation would likely fail
- 6-12 months foundational work needed
- Focus on organizational readiness, not AI tools yet

Next Steps:

1. Develop business case and strategy
2. Improve data quality and access
3. Build leadership support

4. Invest in culture change
5. Develop workforce capability
6. Re-assess readiness in 6 months

Timeline to Value: 12-18+ months

DETAILED ASSESSMENT (45-60 minutes)

For each dimension, answer all questions and calculate your dimension score.

DIMENSION 1: DATA MATURITY (10 Questions)

1.1 Data Quality

Rate the quality of data in your key operational systems (production, maintenance, safety):

- 1 - Frequent errors; missing data; unreliable; manual records; inconsistent
- 2 - Some errors; occasional missing data; requires cleaning; mix of manual/automated
- 3 - Generally accurate; few errors; mostly complete; some standardization
- 4 - High accuracy; rare errors; standardized; automated collection; validated
- 5 - Exceptional quality; real-time validation; fully automated; trusted by all

Score: _____

1.2 Data Completeness

What percentage of your key operational data is captured digitally?

- 1 - <30% (mostly paper-based or not captured)
- 2 - 30-50% (significant paper records remain)
- 3 - 50-70% (majority digital, some paper)
- 4 - 70-90% (mostly digital, minimal paper)
- 5 - >90% (fully digital operations)

Score: _____

1.3 Data Accessibility

How easily can analysts/managers access operational data?

- 1 - Very difficult; requires IT requests; multi-week delays; manual extraction
- 2 - Difficult; requires support; multi-day delays; limited access
- 3 - Moderate; some self-service; same-day access for most data
- 4 - Easy; self-service tools available; immediate access to most data
- 5 - Very easy; full self-service; real-time access to all data; mobile access

Score: _____

1.4 Data Integration

How well are your data systems integrated?

- 1 - Completely siloed; no integration; manual data transfer between systems
- 2 - Minimal integration; mostly manual processes; some basic connections
- 3 - Partial integration; some automated flows; significant manual work remains
- 4 - Well integrated; automated flows for most systems; minimal manual intervention
- 5 - Fully integrated; enterprise data platform; real-time flows; single source of truth

Score: _____

1.5 Data Governance

Do you have formal data governance (ownership, standards, policies)?

- 1 - No governance; unclear ownership; no standards; ad hoc
- 2 - Informal; some practices exist but not documented; inconsistent
- 3 - Basic framework; documented but not fully enforced; growing maturity
- 4 - Strong governance; clear policies; enforced; regular reviews
- 5 - Enterprise governance; comprehensive policies; embedded culture; continuous improvement

Score: _____

1.6 Historical Data

How much historical data do you have for key operations?

- 1 - <6 months or very incomplete
- 2 - 6-12 months, patchy coverage
- 3 - 1-2 years, reasonably complete
- 4 - 2-3 years, comprehensive
- 5 - 3+ years, high quality, comprehensive coverage

Score: _____

1.7 Data Refresh Rate

How current is your operational data?

- 1 - Days or weeks old; batch updates; significant lag
- 2 - Daily updates; 24-hour lag; manual processes
- 3 - Hourly updates; some real-time data; mostly automated
- 4 - Near real-time (minutes); automated; continuous flow
- 5 - Real-time (seconds); streaming data; fully automated; IoT-enabled

Score: _____

1.8 Data Documentation

Is your data well documented (definitions, sources, lineage)?

- 1 - No documentation; tribal knowledge only
- 2 - Minimal documentation; inconsistent; hard to find
- 3 - Basic documentation exists; not comprehensive; some gaps
- 4 - Good documentation; accessible; mostly comprehensive
- 5 - Excellent documentation; data catalog; full lineage; metadata managed

Score: _____

1.9 Data Security

How secure is your operational data?

- 1 - Minimal security; no access controls; significant vulnerabilities
- 2 - Basic security; some access controls; known vulnerabilities
- 3 - Adequate security; role-based access; regular audits; some gaps
- 4 - Strong security; comprehensive access controls; regular penetration testing
- 5 - Enterprise-grade security; zero-trust model; continuous monitoring; compliance certified

Score: _____

1.10 Data for AI

How suitable is your data specifically for AI/ML applications?

- 1 - Not suitable; needs extensive preparation; major quality issues
- 2 - Requires significant work; cleanup and structuring needed
- 3 - Suitable with moderate preparation; some gaps to address
- 4 - Well-suited; minor preparation needed; good volume and quality
- 5 - Ideal for AI; high quality; well-structured; documented; extensive history

Score: _____

DIMENSION 1 SCORE: _____ / 50

Interpretation:

- **40-50:** Excellent data foundation - ready for AI
 - **30-39:** Good foundation - address gaps while starting pilots
 - **20-29:** Moderate gaps - invest in data quality before major AI initiatives
 - **10-19:** Significant data challenges - focus on data infrastructure first
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DIMENSION 2: TECHNICAL INFRASTRUCTURE (8 Questions)

2.1 Computing Infrastructure

What computing resources do you have available?

- 1 - Legacy systems only; limited computing power; no cloud access
- 2 - Mostly legacy; some modern systems; minimal cloud; limited capacity
- 3 - Mix of legacy and modern; some cloud capability; adequate for basic AI
- 4 - Modern infrastructure; cloud-enabled; scalable; good capacity
- 5 - State-of-art; hybrid cloud; edge computing; unlimited scalability; GPU access

Score: _____

2.2 Network Connectivity

How reliable is your network connectivity at operational sites?

- 1 - Frequent outages; low bandwidth; unreliable; no redundancy
- 2 - Occasional outages; limited bandwidth; reliability issues
- 3 - Generally reliable; adequate bandwidth; some outages; basic redundancy
- 4 - Reliable; high bandwidth; rare outages; redundant connections
- 5 - Highly reliable; very high bandwidth; 5G/fiber; full redundancy; 99.9%+ uptime

Score: _____

2.3 Sensor Infrastructure

How well-instrumented are your operations with sensors?

- 1 - Minimal sensors; manual data collection; basic instruments only
- 2 - Some sensors; limited coverage; manual reading common
- 3 - Moderate sensor coverage; automated collection growing; gaps remain
- 4 - Well-instrumented; comprehensive sensor network; mostly automated
- 5 - Fully instrumented; IoT platform; real-time data from all critical equipment

Score: _____

2.4 Enterprise Systems

What enterprise systems do you have (ERP, maintenance, operations, etc.)?

- 1 - Minimal systems; mostly spreadsheets; basic software
- 2 - Some enterprise systems; disconnected; limited functionality
- 3 - Core systems in place; some integration; adequate functionality
- 4 - Comprehensive enterprise systems; well-integrated; modern platforms
- 5 - Best-in-class enterprise systems; fully integrated; cloud-based; mobile-enabled

Score: _____

2.5 IT Team Capability

How capable is your IT team to support AI initiatives?

- 1 - Limited capability; focused on keeping lights on; no AI experience
- 2 - Basic capability; some technical skills; no AI/ML expertise
- 3 - Good capability; modern skills; learning about AI; external support needed
- 4 - Strong capability; cloud/modern tech skills; some AI experience
- 5 - Excellent capability; AI/ML expertise in-house; data engineering team; DevOps mature

Score: _____

2.6 Cybersecurity

How robust is your cybersecurity posture?

- 1 - Minimal security; known vulnerabilities; reactive approach
- 2 - Basic security; some vulnerabilities; limited monitoring
- 3 - Adequate security; regular assessments; some monitoring; gaps exist
- 4 - Strong security; comprehensive monitoring; proactive; regular testing
- 5 - Enterprise-grade security; zero-trust; SOC; continuous monitoring; compliance certified

Score: _____

2.7 Cloud Readiness

What is your cloud capability?

- 1 - No cloud presence; no strategy; on-premise only
- 2 - Exploring cloud; some services used; no formal strategy
- 3 - Early cloud adoption; some workloads migrated; basic strategy
- 4 - Significant cloud adoption; hybrid approach; clear strategy
- 5 - Cloud-first organization; extensive cloud use; sophisticated architecture

Score: _____

2.8 Integration Capability

How easy is it to integrate new AI tools with existing systems?

- 1 - Very difficult; proprietary systems; no APIs; custom coding required
- 2 - Difficult; limited APIs; significant integration effort required
- 3 - Moderate; some APIs available; integration possible with effort
- 4 - Easy; modern APIs; integration platform exists; documented interfaces
- 5 - Very easy; API-first architecture; integration platform; microservices; well-documented

Score: _____

DIMENSION 2 SCORE: _____ / 40

Interpretation:

- **32-40:** Excellent infrastructure - ready for advanced AI
 - **24-31:** Good infrastructure - ready to start with minor enhancements
 - **16-23:** Adequate infrastructure - addressable gaps; start with less demanding AI
 - **8-15:** Infrastructure challenges - investment needed before major AI initiatives
-

DIMENSION 3: ORGANIZATIONAL CULTURE (8 Questions)

3.1 Innovation Mindset

How would you describe your organization's attitude toward innovation?

- 1 - Strongly resistant; "we've always done it this way"; very risk-averse
- 2 - Conservative; skeptical of new ideas; slow to change; risk-averse
- 3 - Open but cautious; willing to try proven approaches; moderate risk tolerance
- 4 - Innovation-friendly; encourages new ideas; reasonable risk tolerance
- 5 - Innovation-driven; experimentation encouraged; calculated risk-taking; continuous improvement culture

Score: _____

3.2 Cross-Functional Collaboration

How well do different departments work together?

- 1 - Siloed; minimal collaboration; territorial; poor communication
- 2 - Limited collaboration; departments operate independently; some friction
- 3 - Moderate collaboration; some cross-functional work; improving
- 4 - Good collaboration; cross-functional teams common; open communication
- 5 - Excellent collaboration; seamless cross-functional work; shared goals; strong relationships

Score: _____

3.3 Learning Culture

How does your organization approach learning and development?

- 1 - Minimal focus on learning; limited training; no continuous development
- 2 - Basic training provided; reactive; limited development opportunities
- 3 - Regular training; some development programs; growing focus
- 4 - Strong learning culture; comprehensive programs; encouraged time for development
- 5 - Learning organization; continuous development; experimentation encouraged; knowledge sharing embedded

Score: _____

3.4 Failure Tolerance

How does your organization respond to failed experiments or initiatives?

- 1 - Punitive; blame culture; discourages risk-taking
- 2 - Uncomfortable with failure; some negative consequences; cautious
- 3 - Accepts failure in theory; mixed reactions in practice; improving
- 4 - "Fail fast, learn fast" culture; failure seen as learning; no punishment for good-faith efforts
- 5 - Celebration of learning; systematic capture of lessons; failure expected in innovation; psychological safety

Score: _____

3.5 Data-Driven Decision Making

To what extent are decisions based on data vs. intuition/experience?

- 1 - Decisions mostly intuition-based; data rarely used; gut feel dominates
- 2 - Some data used; primarily experience-driven; anecdotal evidence common
- 3 - Data increasingly used; mix of data and experience; growing sophistication
- 4 - Data-driven culture; decisions backed by analysis; some intuition still valued
- 5 - Fully data-driven; sophisticated analytics; real-time insights; experimentation mindset

Score: _____

3.6 Change History

What is your track record with past change initiatives?

- 1 - Poor; most initiatives failed; strong resistance; "flavor of the month" skepticism
- 2 - Mixed; some successes, many failures; inconsistent outcomes
- 3 - Moderate success; learning from experience; improving approach
- 4 - Good track record; most initiatives succeed; organizational capability building

- 5 - Excellent track record; consistent success; change capability is competitive advantage

Score: _____

3.7 Empowerment

How empowered are employees to make decisions and try new approaches?

- 1 - Very constrained; top-down; little autonomy; need approval for everything
- 2 - Limited empowerment; hierarchical; some autonomy; slow decision-making
- 3 - Moderate empowerment; growing autonomy; some bureaucracy remains
- 4 - Well-empowered; delegated decision-making; reasonable autonomy; accountable
- 5 - Highly empowered; autonomous teams; rapid decision-making; innovative; accountable

Score: _____

3.8 External Mindset

How open is your organization to external ideas and partnerships?

- 1 - Insular; "not invented here" syndrome; no external partnerships
- 2 - Limited external engagement; occasional partnerships; skeptical
- 3 - Growing openness; some partnerships; learning from others
- 4 - Open to external ideas; active partnerships; industry engagement
- 5 - Extensive external network; ecosystem approach; startup partnerships; industry leadership

Score: _____

DIMENSION 3 SCORE: _____ / 40

Interpretation:

- **32-40:** Excellent culture - supportive environment for AI
 - **24-31:** Good culture - minor friction but workable
-

- **16-23:** Cultural challenges - invest in change management alongside AI
 - **8-15:** Significant cultural barriers - address before major AI initiatives
-

DIMENSION 4: LEADERSHIP SUPPORT (7 Questions)

4.1 Executive Awareness

How aware is senior leadership about AI opportunities and implications?

- 1 - Unaware; no understanding; not on radar
- 2 - Vaguely aware; limited understanding; reactive
- 3 - Aware; growing understanding; asking questions
- 4 - Well-informed; active learning; engaging with topic
- 5 - Expert-level understanding; strategic vision; thought leadership

Score: _____

4.2 Executive Sponsorship

Is there a senior executive actively championing AI?

- 1 - No executive sponsor; no leadership involvement
- 2 - Passive interest; no active sponsor; delegated down
- 3 - One executive interested; emerging sponsorship; inconsistent engagement
- 4 - Clear executive sponsor; active involvement; regular engagement
- 5 - C-suite champion; CEO/COO involved; board-level visibility; personal commitment

Score: _____

4.3 Budget Commitment

What budget has been allocated for AI exploration/implementation?

- 1 - No budget; no funding available
 - 2 - Minimal budget (<\$50K); must be self-funded from operational budgets
 - 3 - Moderate budget (\$50K-\$250K); pilot-level funding
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- 4 - Significant budget (\$250K-\$1M); multi-year commitment
- 5 - Strategic investment (>\$1M); multi-year; dedicated AI budget line

Score: _____

4.4 Strategic Priority

Where does AI rank in your organization's strategic priorities?

- 1 - Not mentioned; not a priority; off radar
- 2 - Mentioned occasionally; low priority; competing interests
- 3 - Moderate priority; one of many initiatives; some attention
- 4 - High priority; top 5 strategic initiatives; regular discussion
- 5 - Critical priority; top 3 strategic initiatives; frequent executive discussion; KPI-tracked

Score: _____

4.5 Resource Commitment

Are you able to allocate dedicated people to AI initiatives?

- 1 - No dedicated resources; everyone on "day job"
- 2 - Part-time involvement only; competing priorities
- 3 - Some dedicated time allocated; mix of dedicated and part-time
- 4 - Dedicated team members (50%+ time); protected from other work
- 5 - Full-time dedicated team; protected capacity; growing headcount

Score: _____

4.6 Decision-Making Speed

How quickly can leadership make decisions on AI investments?

- 1 - Very slow (6+ months); multiple approval layers; bureaucratic
- 2 - Slow (3-6 months); significant process; delays common
- 3 - Moderate (1-3 months); reasonable process; some delays

- 4 - Fast (2-4 weeks); streamlined process; empowered decision-makers
- 5 - Very fast (<2 weeks); agile; empowered; rapid experimentation enabled

Score: _____

4.7 Barrier Removal

How effective is leadership at removing organizational barriers?

- 1 - Ineffective; barriers remain; no support
- 2 - Limited effectiveness; slow to address; barriers persist
- 3 - Moderate effectiveness; some barriers removed; ongoing work
- 4 - Effective; actively removes barriers; responsive; supportive
- 5 - Highly effective; proactive barrier removal; clears path; personally engaged

Score: _____

DIMENSION 4 SCORE: _____ / 35

Interpretation:

- **28-35:** Excellent leadership support - strong foundation
 - **21-27:** Good support - workable, minor gaps
 - **14-20:** Moderate support - build stronger sponsorship before major initiatives
 - **7-13:** Limited support - secure executive sponsorship before proceeding
-

DIMENSION 5: SKILLS & CAPABILITY (7 Questions)

5.1 Data Literacy

What is the general level of data literacy in your workforce?

- 1 - Very low; minimal understanding; uncomfortable with data
 - 2 - Low; basic understanding; limited analytical skills
 - 3 - Moderate; growing capability; some data-savvy people
 - 4 - Good; widespread data comfort; analytical thinking common
 - 5 - High; data-literate organization; sophisticated analytical capability
-

Score: _____

5.2 Technical Skills

What technical skills exist in your organization?

- 1 - Limited; basic IT skills only; no advanced technical capability
- 2 - Basic technical skills; some specialized expertise; gaps in modern tech
- 3 - Moderate technical skills; some data/analytics capability; growing
- 4 - Good technical skills; data analysts; some coding capability
- 5 - Advanced technical skills; data scientists; ML engineers; full stack capability

Score: _____

5.3 AI/ML Expertise

Do you have people with AI/ML knowledge or experience?

- 1 - No AI expertise; no one with knowledge
- 2 - One or two people with basic awareness; no hands-on experience
- 3 - Small number with some knowledge; growing expertise; mostly learning
- 4 - Several people with AI knowledge; some hands-on experience; building team
- 5 - In-house AI/ML experts; data science team; proven delivery; growing capability

Score: _____

5.4 Learning Agility

How quickly do people learn new technologies and approaches?

- 1 - Slow; resistant; prefer status quo; minimal learning
 - 2 - Below average; cautious; need significant support
 - 3 - Average; willing to learn; need time and support
 - 4 - Quick learners; embrace new tech; self-directed learning
 - 5 - Very quick; early adopters; continuous learners; teach others
-

Score: _____

5.5 Training Investment

How much does your organization invest in training and development?

- 1 - Minimal; compliance training only; no development focus
- 2 - Limited; basic training; limited budget; reactive
- 3 - Moderate; regular training; some development programs; growing
- 4 - Significant; comprehensive programs; time allocated; encouraged
- 5 - Major investment; continuous learning; time dedicated; culture of development

Score: _____

5.6 External Support

Can you access external expertise (consultants, vendors, academics)?

- 1 - No external relationships; budget constraints; isolated
- 2 - Limited access; occasional consultants; budget limited
- 3 - Moderate access; some consultant use; some vendor partnerships
- 4 - Good access; established relationships; budget available; vendor ecosystem
- 5 - Extensive network; academic partnerships; consultant relationships; innovation ecosystem

Score: _____

5.7 Knowledge Management

How well do you capture and share knowledge?

- 1 - Poor; tribal knowledge; undocumented; lost when people leave
- 2 - Basic; some documentation; inconsistent; hard to find
- 3 - Moderate; growing documentation; some sharing; improving
- 4 - Good; documented processes; knowledge sharing; accessible

- 5 - Excellent; comprehensive knowledge management; culture of sharing; searchable

Score: _____

DIMENSION 5 SCORE: _____ / 35

Interpretation:

- **28-35:** Strong capability - ready to build on this foundation
 - **21-27:** Good baseline - invest in targeted skill building
 - **14-20:** Capability gaps - significant training and hiring needed
 - **7-13:** Limited capability - major investment in people before AI initiatives
-

DIMENSION 6: STRATEGIC ALIGNMENT (6 Questions)

6.1 Problem Definition

How well have you defined the problems AI will solve?

- 1 - No specific problems identified; exploring AI generally
- 2 - Vague problem areas; not quantified; unclear
- 3 - Problems identified; some quantification; reasonable clarity
- 4 - Well-defined problems; quantified; stakeholder validated
- 5 - Precisely defined; comprehensive quantification; root cause analysis complete

Score: _____

6.2 Business Case

Do you have a clear business case for AI investment?

- 1 - No business case; exploratory only
 - 2 - Rough ideas; no financial analysis; conceptual
 - 3 - Draft business case; some financial analysis; needs work
 - 4 - Clear business case; detailed financials; stakeholder buy-in
 - 5 - Comprehensive business case; detailed ROI; approved; funded
-

Score: _____

6.3 Use Case Prioritization

Have you prioritized which AI use cases to pursue?

- 1 - No use cases identified
- 2 - Long list of ideas; no prioritization; everything seems important
- 3 - Use cases identified; basic prioritization; some clarity
- 4 - Clear priorities; structured evaluation; top 3-5 use cases selected
- 5 - Comprehensive portfolio; rigorous prioritization; roadmap with sequencing

Score: _____

6.4 Strategic Fit

How well do AI initiatives align with corporate strategy?

- 1 - No alignment; disconnected; reactive
- 2 - Weak alignment; tangential; opportunistic
- 3 - Moderate alignment; supports some strategic goals
- 4 - Strong alignment; clearly supports strategic priorities
- 5 - Perfect alignment; AI core to strategy; competitive differentiator

Score: _____

6.5 Success Metrics

Have you defined how you'll measure AI success?

- 1 - No metrics defined; unclear how to measure success
- 2 - Vague metrics; not measurable; unclear
- 3 - Basic metrics defined; some quantification; needs refinement
- 4 - Clear metrics; measurable; baseline established; tracked
- 5 - Comprehensive metrics; KPIs at multiple levels; dashboard; regular reviews

Score: _____

6.6 Stakeholder Alignment

Are key stakeholders aligned on AI direction?

- 1 - No alignment; conflicting views; opposition
- 2 - Limited alignment; some support, some opposition; unclear
- 3 - Moderate alignment; majority supportive; some resistance
- 4 - Strong alignment; key stakeholders bought in; champions identified
- 5 - Complete alignment; enthusiastic support; coalition of champions

Score: _____

DIMENSION 6 SCORE: _____ / 30

Interpretation:

- **24-30:** Excellent strategic foundation - ready to execute
 - **18-23:** Good strategy - minor refinement needed
 - **12-17:** Strategic gaps - invest in planning before major investment
 - **6-11:** Weak strategy - develop clear direction before proceeding
-

DIMENSION 7: CHANGE READINESS (6 Questions)

7.1 Change Management Capability

How effective is your organization at managing change?

- 1 - Poor track record; failed initiatives; strong resistance
- 2 - Limited capability; inconsistent results; reactive
- 3 - Moderate capability; some successes; learning
- 4 - Good capability; formal processes; mostly successful
- 5 - Excellent capability; proven methodology; consistent success; embedded

Score: _____

7.2 Communication Effectiveness

How well does your organization communicate about change?

- 1 - Poor; infrequent; unclear; top-down only
- 2 - Limited; irregular; one-way; insufficient
- 3 - Adequate; regular updates; mostly one-way; improving
- 4 - Good; frequent; two-way; multiple channels; clear
- 5 - Excellent; continuous; multi-channel; two-way; transparent; consistent

Score: _____

7.3 Trust Level

What is the level of trust between management and workforce?

- 1 - Low trust; adversarial; skepticism; us vs. them
- 2 - Limited trust; cautious; past broken promises
- 3 - Moderate trust; improving; some skepticism remains
- 4 - Good trust; generally positive; transparent
- 5 - High trust; strong relationships; transparent; track record of following through

Score: _____

7.4 Change Fatigue

How many other major changes are underway?

- 1 - Multiple major changes; overwhelmed; change fatigue high
- 2 - Several changes; stretched thin; some fatigue
- 3 - Moderate change load; manageable; some capacity
- 4 - Few changes; good capacity; ready for more
- 5 - Stable operations; capacity for new initiatives; energized

Score: _____

7.5 Workforce Demographics

What is your workforce demographic profile?

- 1 - Aging workforce; many near retirement; low digital literacy; resistant to change
- 2 - Older workforce; some digital skills; cautious about change
- 3 - Mixed demographics; varying digital comfort; moderate openness
- 4 - Younger workforce; digitally comfortable; open to change
- 5 - Young, diverse workforce; digital natives; embrace change; tech-savvy

Score: _____

7.6 Union Relations (if applicable)

If you have unions, what is the relationship like?

- 1 - Adversarial; frequent disputes; opposition to change; litigation
- 2 - Difficult; cautious; history of conflict; suspicious
- 3 - Workable; formal; improving; some cooperation
- 4 - Good; collaborative; joint committees; problem-solving together
- 5 - Partnership; innovative agreements; proactive; mutual benefit focus

Score: _____ (or N/A if no unions)

DIMENSION 7 SCORE: _____ / 30

Interpretation:

- **24-30:** Strong change readiness - low implementation risk
 - **18-23:** Good readiness - manageable with proper change management
 - **12-17:** Change challenges - invest heavily in change management
 - **6-11:** High change risk - may not be right time for major AI initiative
-

OVERALL READINESS CALCULATION

Calculate Your Total Detailed Assessment Score

Add up all dimension scores:

Dimension	Your Score	Max Score
1. Data Maturity	_____	50
2. Technical Infrastructure	_____	40
3. Organizational Culture	_____	40
4. Leadership Support	_____	35
5. Skills & Capability	_____	35
6. Strategic Alignment	_____	30
7. Change Readiness	_____	30
TOTAL	_____	260

Convert to Percentage

Your Readiness Score: _____ / 260 = _____%

OVERALL READINESS INTERPRETATION

80-100% (208-260 points): ADVANCED - READY TO SCALE

 **Status:** World-class readiness; position of strength

What This Means:

- You're among the leaders in mining AI adoption
- Ready for complex, high-value AI initiatives
- Can tackle multiple use cases simultaneously
- Should be sharing learnings with industry

Recommended Actions:

1. **Launch multiple pilots** across different domains (3-5 simultaneously)
2. **Establish center of excellence** for enterprise-wide AI capability
3. **Aggressive scaling** of successful pilots
4. **Industry leadership** - present at conferences, share case studies

5. **Advanced AI applications** - Computer vision, autonomous systems, digital twins
6. **Innovation partnerships** - Collaborate with vendors, academics, startups

Timeline: First production AI systems within 3-6 months; enterprise-wide capability within 12-18 months

Budget Guidance: \$1M-5M+ annual AI investment justified

Expected Outcomes:

- 10-15% operational efficiency gains
 - \$5M-\$50M+ annual value creation (depending on operation size)
 - Competitive advantage through AI
 - Industry recognition
-

65-79% (169-207 points): READY - START NOW

 **Status:** Strong readiness; good foundation in place

What This Means:

- You have the fundamentals to succeed
- Ready to move forward with strategic AI initiatives
- Some gaps but none are blockers
- Parallel path: implement while strengthening

Recommended Actions:

1. **Launch 2-3 pilots** prioritizing quick wins and strategic initiatives
2. **Address gaps** in lowest-scoring dimensions while moving forward
3. **Build governance** structures and operating model
4. **Scale successful pilots** within 6-9 months
5. **Invest in capability** building (training, hiring, partnerships)
6. **Start with moderate complexity** - Predictive maintenance, process optimization

Timeline: First pilots within 60 days; measurable value within 6-9 months; scaling by 12 months

Budget Guidance: \$500K-2M annual AI investment

Expected Outcomes:

- 5-10% operational efficiency gains in pilot areas
 - \$2M-10M annual value creation
 - Growing internal capability
 - Foundation for broader adoption
-

50-64% (130-168 points): DEVELOPING - START WITH PREPARATION

 **Status:** Moderate readiness; targeted preparation needed

What This Means:

- Core elements present but significant gaps exist
- 3-6 months of preparation recommended
- Start with simple pilots while building foundation
- Risk of failure if moving too fast

Recommended Actions:

1. **Prioritize gap closure** in critical areas (especially data, leadership, strategy)
2. **Quick wins only** - Very simple AI applications to build confidence
3. **Intensive preparation** - 90-day readiness program before major pilots
4. **Secure executive sponsorship** - Make this a visible priority
5. **Build business cases** - Quantify opportunities, secure buy-in
6. **Training and education** - Broad awareness building

Timeline: 3-6 months preparation; pilot launch months 6-9; value months 9-15

Budget Guidance: \$250K-750K (includes readiness work + pilots)

Expected Outcomes:

- Improved readiness scores after 6 months
 - 1-2 successful quick wins
 - Growing organizational confidence
 - Foundation for larger initiatives
-

Critical Success Factors:

- Don't rush into complex AI
 - Invest equally in technology AND organizational readiness
 - Show early wins to build momentum
-

35-49% (91-129 points): EMERGING - BUILD FOUNDATION FIRST

● **Status:** Limited readiness; foundational work required

What This Means:

- Multiple critical gaps exist
- 6-12 months foundational work needed before AI pilots
- Starting now would likely fail
- Focus on building organizational capability

Recommended Actions:

1. **Develop AI strategy** - Business case, use case prioritization, roadmap
2. **Secure executive sponsorship** - This is prerequisite for everything else
3. **Data infrastructure** - Invest in data quality, accessibility, governance
4. **Awareness and education** - Broad organizational learning about AI
5. **Culture work** - Address resistance, build innovation mindset
6. **Small experiments only** - Very limited scope, learning focus, no scaling yet

Timeline: 6-12 months foundation building; reassess readiness; pilot launch months 12-18

Budget Guidance: \$100K-300K for readiness work (before AI investment)

Expected Outcomes:

- Readiness improves to 50-65% within 12 months
- Organization prepared for AI success
- 1-2 small experiments completed
- Clear roadmap for next phase

What NOT to Do:

- Don't invest heavily in AI tools yet
 - Don't pressure for quick results
 - Don't skip the foundational work
 - Don't underestimate cultural change needed
-

<35% (<91 points): **FOUNDATIONAL - NOT READY YET**

 **Status:** Not ready; significant work required

What This Means:

- Fundamental elements missing
- AI initiative would almost certainly fail
- 12-18+ months preparation needed
- Other priorities may be more urgent

Recommended Actions:

1. **Honest assessment** - Is AI the right priority now?
2. **Basic capabilities first** - Data infrastructure, digital operations, modern systems
3. **Culture and leadership** - Build foundation for digital transformation
4. **Education** - Extensive learning at all levels about AI and data
5. **Strategic planning** - Develop clear vision and business case
6. **No AI pilots yet** - Too risky; would damage credibility

Timeline: 12-18 months foundational work; reassess; pilot launch 18-24 months

Budget Guidance: \$50K-200K for readiness work (education, planning, basic infrastructure)

Recommended Sequence:

1. **Months 1-6:** Education, awareness, strategy development, secure sponsorship
2. **Months 7-12:** Data quality improvement, basic infrastructure, culture work
3. **Months 13-18:** Skill building, governance, readiness reassessment
4. **Months 19+:** Begin AI pilots if readiness improved

Consider:

- Is digital transformation needed before AI?
- Are there more pressing priorities?
- Do you have leadership commitment for the journey?
- Can you invest the time and resources needed?

What Success Looks Like:

- Readiness improves to 50%+ within 18 months
- Strong foundation for eventual AI success
- Organizational capability significantly enhanced



DIMENSION-SPECIFIC GAP ANALYSIS

For Each Dimension, Identify Your Gaps

Review your scores in each dimension. For dimensions where you scored <70%, identify specific gaps:

Dimension 1: Data Maturity (if <35/50)

My specific gaps are:

- Data quality issues in: _____
- Missing data: _____
- Accessibility problems: _____
- Integration challenges: _____
- Governance weaknesses: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 2: Technical Infrastructure (if <28/40)

My specific gaps are:

- Computing limitations: _____
- Connectivity issues: _____
- Sensor/instrumentation needs: _____
- Enterprise systems: _____
- IT capability: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 3: Organizational Culture (if <28/40)

My specific gaps are:

- Innovation resistance: _____
- Collaboration issues: _____
- Learning culture: _____
- Failure intolerance: _____
- Data aversion: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 4: Leadership Support (if <24/35)

My specific gaps are:

- Limited awareness: _____
- No executive sponsor: _____

- Budget constraints: _____
- Low priority: _____
- Slow decisions: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 5: Skills & Capability (if <24/35)

My specific gaps are:

- Data literacy: _____
- Technical skills: _____
- AI expertise: _____
- Learning agility: _____
- Training investment: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 6: Strategic Alignment (if <21/30)

My specific gaps are:

- Problem definition: _____
- Business case: _____
- Use case prioritization: _____
- Strategic fit: _____

- Success metrics: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

Dimension 7: Change Readiness (if <21/30)

My specific gaps are:

- Change capability: _____
- Communication: _____
- Trust issues: _____
- Change fatigue: _____
- Demographic challenges: _____

Actions to improve:

1. _____
2. _____
3. _____

Timeline: _____ months **Budget needed:** \$_____ **Owner:** _____

YOUR READINESS IMPROVEMENT PLAN

Priority 1: Critical Gaps (Must Address Before Starting)

Gap 1: _____

- Impact if not addressed: _____
- Action: _____
- Timeline: _____
- Budget: \$_____
- Owner: _____

Gap 2: _____

- Impact if not addressed: _____
- Action: _____
- Timeline: _____
- Budget: \$_____
- Owner: _____

Gap 3: _____

- Impact if not addressed: _____
- Action: _____
- Timeline: _____
- Budget: \$_____
- Owner: _____

Priority 2: Important Gaps (Address While Piloting)

Gap 1: _____

- Action: _____
- Timeline: _____

Gap 2: _____

- Action: _____
- Timeline: _____

Gap 3: _____

- Action: _____
- Timeline: _____

Priority 3: Nice-to-Have Improvements

Gap 1: _____ Gap 2: _____ Gap 3: _____

YOUR 90-DAY READINESS ROADMAP

Weeks 1-4: Assessment & Planning

- Complete this readiness assessment
- Share results with leadership
- Prioritize gaps to address
- Develop improvement plan
- Secure budget for readiness work
- Assign owners for each gap

Weeks 5-8: Foundation Building

- Launch top 3 gap closure initiatives
- Begin awareness/education program
- Establish governance structures
- Improve data quality (if gap)
- Secure executive sponsorship (if gap)
- Develop business case (if gap)

Weeks 9-12: Preparation & Pilot Planning

- Continue gap closure work
- Complete business case
- Select pilot use case
- Build project team
- Establish success metrics
- Prepare to launch pilot (if ready)

Week 13: Readiness Reassessment

- Retake this assessment
- Compare before/after scores
- Go/No-Go decision on pilot
- Adjust plan based on results

REASSESSMENT SCHEDULE

Recommended Frequency:

- **Before starting:** Complete detailed assessment
- **After 90 days:** Quick assessment to track progress
- **After 6 months:** Full detailed assessment
- **Annually:** Full detailed assessment

Track Your Progress:

Date	Overall Score	Data	Tech	Culture	Leadership	Skills	Strategy	Change	Status
Today	___/260	___	___	___	___	___	___	___	___
+90 days	___/260	___	___	___	___	___	___	___	___
+6 months	___/260	___	___	___	___	___	___	___	___
+12 months	___/260	___	___	___	___	___	___	___	___

FINAL RECOMMENDATIONS

Based on Your Results:

Your Overall Readiness: % (/260 points)

Your Readiness Category:

- Advanced (80-100%)
- Ready (65-79%)
- Developing (50-64%)
- Emerging (35-49%)
- Foundational (<35%)

Your Top 3 Strengths:

1. _____
2. _____
3. _____

Your Top 3 Gaps:

1. _____
2. _____
3. _____

Your Recommended Next Step: Based on your score, you should:

Timeline to AI Pilots: _____ months

Budget for Readiness: \$_____

Key Success Factors for You:

1. _____
2. _____
3. _____

WHEN TO SEEK HELP

Consider external support if:

- You scored <50% and need comprehensive readiness program
- You have critical gaps in multiple dimensions
- You lack internal AI/ML expertise
- You want to accelerate your readiness journey
- You need objective assessment and guidance

Types of support to consider:

- **Consultants:** For strategy, business cases, readiness programs
- **Technology partners:** For infrastructure, data, platforms

- **Training providers:** For capability building
 - **Academic partnerships:** For research, talent, expertise
 - **Industry peers:** For benchmarking, lessons learned
-

ASSESSMENT COMPLETE

You've completed the AI Readiness Assessment!

Key Takeaways:

1. You now have objective data on your AI readiness
2. You understand your gaps and strengths
3. You have a prioritized improvement plan
4. You know your realistic timeline to AI value

Next Steps:

1. Share results with leadership
2. Begin addressing critical gaps
3. Develop detailed implementation plan
4. Reassess in 90 days to track progress

Remember: AI readiness is a journey, not a destination. Every improvement in these seven dimensions increases your chances of AI success.

Good luck on your AI journey! 🚀

End of Assessment