

# STAR + AI

## Readiness Bridge

AI readiness is a clarity, ownership, and accountability decision first — not a tool decision.

| STAR            | LEADERSHIP QUESTION BEFORE AI                 | AI READINESS CHECK                                 |
|-----------------|-----------------------------------------------|----------------------------------------------------|
| 01<br>Strategy  | Are we clear on what matters most?            | Can AI support a defined goal?                     |
| 02<br>Structure | Who owns the work and the decision?           | Who reviews and approves AI output?                |
| 03<br>Processes | How does work move across people and teams?   | What process is clear enough to improve?           |
| 04<br>Rewards   | What gets measured, recognized, and rewarded? | How will AI results be checked and corrected?      |
| 05<br>People    | Do people have what they need to execute?     | Do people know when and how to use AI responsibly? |

## AI Won't Fix a Messy Organization.

But a well-aligned organization can absolutely use AI to fly.

**AI can draft. AI can organize. AI can suggest.**

Leaders still decide, communicate, correct, and own the consequences.