

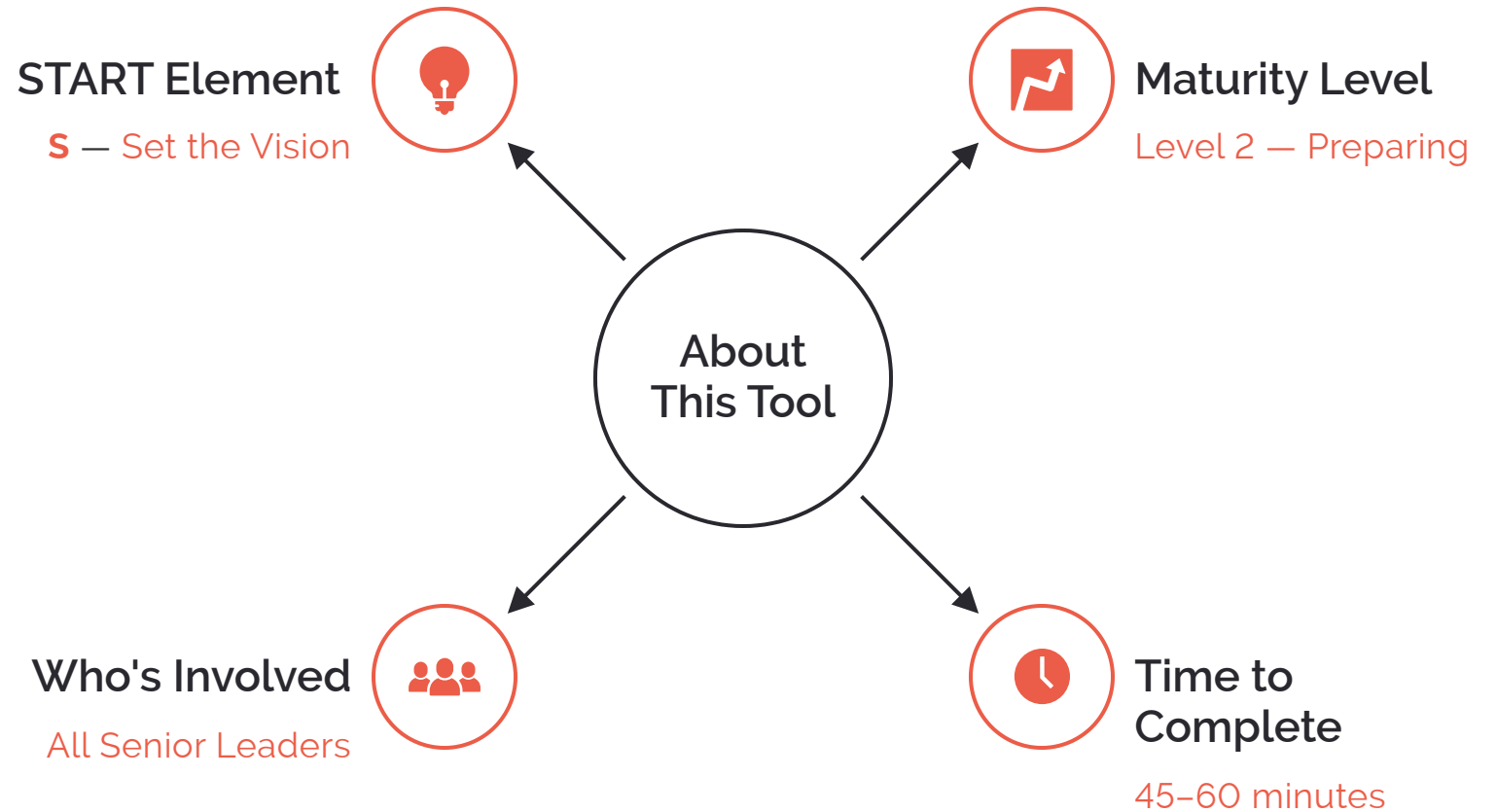


Leadership Alignment Scorecard

Are your leaders genuinely aligned on AI — or just broadly supportive?

Leadership Alignment Scorecard

The tool that surfaces leadership gaps before they become pilot failures.



What you'll leave with: A clear, honest picture of where your leadership team is aligned on AI — and where the gaps are that need addressing before you commit to a pilot

Leadership Alignment Scorecard

The tool that **surfaces leadership gaps** before they become pilot failures.



What is it?

A structured scorecard that surfaces real leadership alignment across five dimensions. Completed individually. Discussed as a group. Honest by design.



Why Use it?

70% of AI adoption failures are people failures — not technology failures. The most common cause is leadership misalignment that wasn't surfaced before commitment was made.

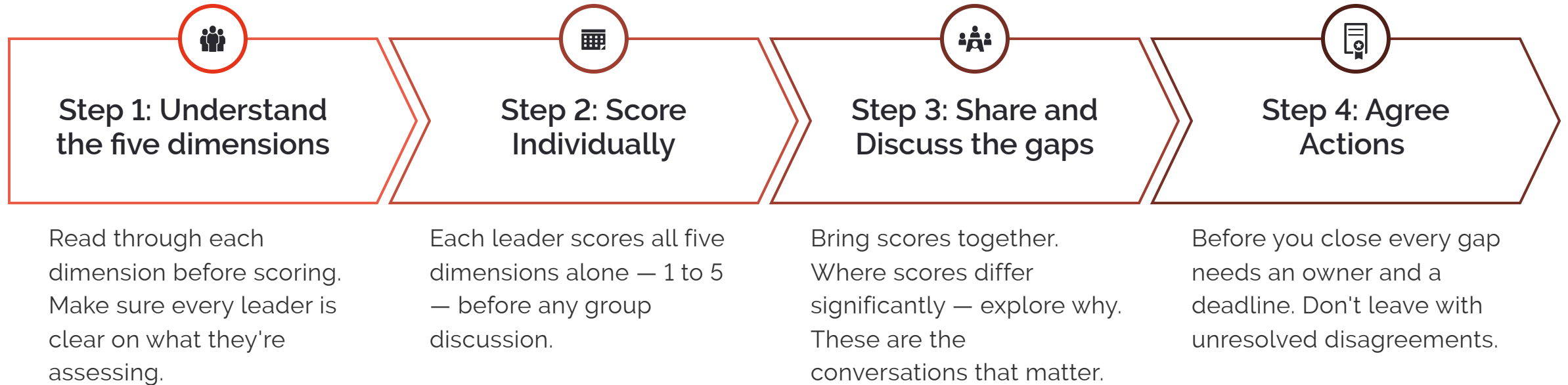


Benefits

A clear picture of where your team is genuinely aligned — and what needs resolving before you invest further.

How to Run Your Session

Individual first. Group second. Gaps third



Broad Support vs. Genuine Alignment

Understanding the Difference for AI Success



Leaders' Self-Blame Deficit

McKinsey reports leaders blame teams twice as often as themselves; insufficient or unclear direction is the primary barrier, not employee resistance.



Late and Costly Misalignment

Disagreements unresolved early on, surface unexpectedly during critical phases like pilots. Leading to significant cost and delays.



Supportive is not a Strategy

Widespread positive sentiment without clear ownership, defined success metrics, or dedicated resources does not constitute genuine alignment.



Alignment as a Key Predictor

Deloitte research identifies C-suite alignment as one of the top three factors crucial for successful AI scaling.

This scorecard reveals the actual situation, distinct from what's presented in meeting discussions.

Five Dimensions. One Honest Conversation.

Before you score — understand what you're assessing.



Vision and Direction

Do we have a shared, specific view of where AI takes this business?



Commitment and Resource

Are we actually prepared to invest what AI adoption requires?



Understanding and Capability

Do our leaders understand AI well enough to make good decisions?



Governance and Accountability

Is it clear who owns AI in this business — and what the rules are?



Culture and Readiness

Is this organisation ready to change how it works?

Score each dimension 1–5. Complete your scores individually before the group session.

How to Score Each Dimension

A few things that make the difference between a useful scorecard and a comfortable one.

- **Score what is — not what you intend**

Base your score on evidence, not aspiration. If you're planning to address something but haven't yet — that's a 2, not a 4. Score where you actually are today.

- **Score independently — every time**

Don't discuss scores with colleagues before submitting. The gap between individual scores is the most valuable data this session produces. Protect it.

- **If you're unsure — score lower**

Uncertainty is a signal. If you can't confidently justify a high score with specific examples — it isn't a high score yet. A honest 2 is more useful than an optimistic 4.

- **There are no right answers**

This isn't a test. A low score isn't a failure — it's a starting point. The goal is an accurate picture, not a flattering one.

The most useful scorecards are the ones that make people slightly uncomfortable. That's working as intended.

What Each Score Actually Means

Use this scale for every dimension. Apply it consistently.

Score	Meaning	Description
1	Not in place	This doesn't exist in our business. No evidence, no progress, no plan.
2	Early stages	We've started thinking about this — but it's not formalised, consistent, or working yet.
3	Partially in place	Something exists but it's incomplete, inconsistent, or not yet embedded.
4	Mostly in place	Working well with only minor gaps. Evidence exists to support this score.
5	Fully in place	Solid, consistent, and embedded. We could evidence this confidently if asked.

Dimension 1: Vision and Direction

Do we have a shared specific view of where AI takes this business?



- ✓ **Written AI Vision**
A vision statement that goes beyond a generic "use AI more."
- ✓ **Leadership Understanding**
Every leader articulates the AI vision consistently.
- ✓ **Strategic Alignment**
Direction is tied to core business strategy, not just technology trends.

- ✓ **Agreed Business Outcomes**
Defined business outcomes that AI will support within the next 12 months.
- ✓ **Understanding Why**
The team understands the purpose behind AI initiatives, not just the tasks.

Vision without specificity is just enthusiasm.

Dimension 2: Commitment and Resources

Are we actually prepared to invest what AI adoption requires?



✓ Time for Pilot Leaders

Ensure dedicated time is protected for leaders involved in pilot projects.

✓ Process Adjustment

Identify and agree upon activities to stop to create capacity for AI initiatives.

✓ Realistic Budget

Allocate a sufficient budget for tools, training, and ongoing support.

✓ Patience for ROI

Be comfortable with the understanding that immediate financial returns may not be evident.

✓ Active Leadership

Leaders should actively champion AI initiatives, not just passively approve them.

Commitment without resource is just intent. Intent doesn't run pilots. For small businesses, time is the key resource: is the owner genuinely available?

Dimension 3: Understanding and Capability

Do our leaders understand AI well enough to make good decisions about it?



- ✓ **AI Knowledge**
Leaders should know the capabilities and limitations of AI (at a high-level)
- ✓ **Data Requirements**
Understanding the data needed for AI implementation.
- ✓ **Governance and Risk**
Awareness of the implications of AI in terms of governance and risk management..

- ✓ **Use Case Assessment**
Ability to distinguish genuinely useful AI applications from those that are AI for its own sake.
- ✓ **Addressing Knowledge Gaps**
Identifying and planning to address any current knowledge deficiencies regarding AI.

You don't need to understand the engine. You need to know how to drive

Dimension 4: Governance and Accountability

Is it clear who owns AI and what the rules are?



✓ **Clear Ownership**
A named individual is accountable for AI adoption.

✓ **Empowered Owner**
The designated owner has the necessary authority, time, and support.

✓ **Minimum Governance**
Basic governance rules for AI are agreed upon

✓ **Decision Process**
A defined process exists for deciding on new AI tools..

✓ **Incident Response**
An incident response plan for AI is in place..

A small business owner can be the AI lead by default, but it should be explicit. A medium business needs a named lead with a clear mandate and reporting line, as 'everyone owns it means nobody owns it.'

Dimension 5: Culture and Readiness

Is the organisation ready to change how it works?



✓ Team Openness

The team views AI as an opportunity, not a threat. They are broadly open to its adoption.

✓ Honest Communication

The strategic direction for AI is communicated transparently and honestly to the team.

✓ Job Security Addressed

Concerns regarding job security are directly and proactively addressed.

✓ AI Tool Exposure

Identify and agree upon activities to stop to create capacity for AI initiatives.

✓ Learning from Experiments

Be comfortable with the understanding that immediate financial returns may not be evident.

70% of AI adoption failures are people and culture failures—not technology.

CULTURE

Behaviors,
beliefs, and
shared values.

A low culture score suggests missing foundations for change, not AI resistance.

Alignment Summary

Where does your leadership team actually stand?

Dimension	Score /5	What it means
Vision and direction		
Commitment and resource		
Understanding and capability		
Governance and accountability		
Culture and readiness		

The gap between highest and lowest dimension is your first priority.

Leadership Alignment Scorecard

Understanding Your Results



- **Strong Alignment**
Average 4–5 across all five dimensions. Your leadership foundation is solid. Minor gaps are development priorities — not blockers. Move forward to the Readiness Assessment with confidence.
- **Moderate Alignment**
Average 3–4 — or below 3 in one dimension. You have a foundation but meaningful gaps exist. Address the lowest-scoring dimension before committing to a pilot. Set a deadline and reconvene.
- **Significant Gaps**
Below 3 in two or more dimensions. Don't proceed to a pilot yet. Fix the foundation first. A pilot built on misaligned leadership will fail — and AI will get the blame for a leadership problem.

Read your overall picture before focusing on individual gaps. The gap between your highest and lowest dimension score is always your first priority.

What Your Gaps Are Telling You

Find the root cause before you fix it.

- **Low Vision**

Vision Canvas not done properly. Rerun with better facilitation.

- **Low Commitment**

Leaders supportive in principle, uncommitted in practice. Have an explicit resource conversation.

- **Low Understanding**

Leaders making decisions without knowledge. Start with AI Bytesize and AI Basics Primer.

- **Low Governance**

No clear ownership or mandate. Name the AI lead. Complete Governance Guardrails.

- **Low Culture**

Team not engaged. Getting Your Team on Board is the next artifact. Don't pilot without it.

A low score isn't a reason to stop. It's a reason to do the groundwork.

What to Do Next

Scorecard complete. Here's your path forward.



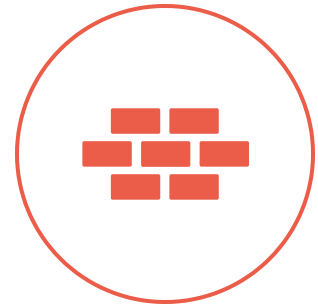
Strong alignment across all five — move forward

Take scores and gaps into the Readiness Assessment. Your leadership foundation is solid.



Moderate alignment — address gaps first

Pick lowest-scoring dimension. One action per gap, named owner, two-week deadline. Reconvene before committing to pilot.



Significant gaps — pause and build

Don't proceed to a pilot. Fix the foundation first. A pilot built on misaligned leadership fails — and AI gets the blame.

Start Smart. Stay Strategic.

The Strategic Mind

— START SMART. STAY STRATEGIC —