

AI-Ready Workforce Checklist

Is your organization equipped with the people, skills, and structure to leverage AI effectively? Take our quiz to find out.

☐

Strategic Leadership & Alignment

- ☐ We have a clear AI strategy that aligns with our business goals
- ☐ Leadership roles (e.g., Product Owner, Program Manager, Change Agent) are in place to guide AI initiatives
- ☐ Business and IT stakeholders are aligned on the desired outcomes from AI adoption

☐

Data & Infrastructure Readiness

- ☐ We have access to clean, reliable, and well-governed data
- ☐ Our IT infrastructure can support AI workloads (cloud-based, scalable, secure)
- ☐ We've defined data ownership, security, and compliance responsibilities

☐

Technical Talent & Emerging Roles

- ☐ We have staff or partners with skills in AI/ML, data science, and analytics
- ☐ We've identified new role needs:
 - AI Integration Lead
 - Data Governance Specialist
 - Prompt Engineer
 - Model Risk & Compliance Officer
- ☐ We've evaluated whether these roles should be hired, augmented, or outsourced.

☐

Reskilling & Change Management

- ☐ We are reskilling employees to work effectively with AI-enhanced tools
- ☐ Change management processes are in place to drive adoption and reduce resistance
- ☐ We've prepared managers and teams for the cultural impact of AI

☐

Delivery Model Flexibility

- ☐ We use hybrid workforce models (strategic hires, teams, advisors) to scale AI-related projects.
- ☐ We have access to external partners who understand both our industry and emerging tech.
- ☐ We can quickly deploy the right skills without long-term overhead.

☐

Outcome Measurement

- ☐ We've defined KPIs to measure the business impact of AI adoption.
- ☐ Our workforce strategy is tied to outcomes (not just headcount or hiring velocity).



Take the Next Step

If you checked fewer than 12 boxes, your workforce may not be ready to maximize the value of AI. Schedule a [Workforce Assessment](#) with Silver Tree to build your AI-ready workforce roadmap.