

— THE 2026 AI READINESS BRIEF

Your AI budget tripled. Your *results* didn't.

Why 80% of AI budgets miss, *and what the 20% do differently.*

— THE ONE PAGE A CEO ACTUALLY READS

The *gap* between AI budget and AI outcome is widening.

In 2025, enterprises invested \$684 billion in AI initiatives. By year end, over \$547 billion of that investment had failed to deliver its intended business value. 2026 is not a year to add more tools. It is a year to fix the way you deploy them.

THE GAP

88% of enterprises now use AI in at least one function. Only 39% see any EBIT impact. The adoption curve and the value curve have decoupled. Tools without rigour produce activity, not outcome.

THE COST OF WAITING

54% of C-suite leaders say AI adoption is tearing their company apart. 67% believe they've already suffered a data leak through unsanctioned tools. The longer governance lags, the more exposure compounds.

SEVEN FAULT LINES

We mapped every failed rollout we've seen in 18 months against Gartner, MIT, RAND, and Writer 2026 data. The same seven patterns repeat: pilot cliff, workforce split, shadow AI, recruiting noise, locked HR data, compliance drift, and missing ROI.

WHAT CHANGES

Organisations with dedicated change management hit 2.9x the AI success rate. Production systems, not pilots. Role-specific upskilling, not generic demos. Embedded intelligence, not another dashboard. The 20% do fewer things, better.

IF YOU READ NOTHING ELSE IN THIS BRIEF

Score yourself on page 8. If three of the seven fault lines sound like your company, you're not alone. You're just on the wrong side of the statistics. A 30-minute conversation with us is usually enough to know whether the gap is closeable in 90 days.

— ONE CHART. ONE TAKEAWAY.

Everyone is *buying*.
Almost nobody is *winning*.

\$547B

of the \$684B invested in enterprise AI in 2025 failed to deliver intended business value.

SOURCE · RAND CORPORATION, PERTAMA PARTNERS 2026

95%

GenAI pilot abandonment rate after POC. Traditional AI projects: 34%.

MIT NANDA · 2025

88 / 39

88% use AI in at least one function. Only 39% see EBIT impact. The gap is the story.

MCKINSEY NOV 2025

2.9×

Higher AI success rate for organisations with dedicated change management resourcing.

RAND + PERTAMA 2026

The pattern, in one sentence.

AI value is not gated by model sophistication. It is gated by the discipline of integration, governance, and adoption. The organisations in the winning 20% are not smarter. They are more rigorous. This brief maps where that rigour needs to show up inside your company, across the seven fault lines that cause the other 80% to stall.

— WHERE AI INVESTMENT LEAKS OUT

Seven places we keep *tripping* over the same problem.

01 The Pilot-to-Production Cliff

Teams spin up exciting AI demos. Leadership applauds. Then nothing ships. Infrastructure costs run 3 to 5x initial projections. By month six, the POC is quietly killed.

DATA · S&P Global: 46% of AI POCs scrapped before production

ASK YOUR TEAM: *How many of our POCs from the last 12 months are running in production today?*

02 The Workforce Is Quietly Splitting in Two

92% of the C-suite are cultivating "AI elite" employees. 60% plan layoffs for non-adopters. Super-users save nine hours a week and are 3x more likely to be promoted. The middle is panicking in silence.

DATA · Writer 2026: Super-users 5x more productive than laggards

ASK YOUR TEAM: *Can we name the top ten AI-fluent people in the company? And the bottom ten?*

03 Shadow AI Is Already Leaking Your Data

67% of executives believe their company has already suffered a data leak through unapproved AI tools. 36% have no plan to supervise AI agents. 35% admit they could not pull the plug on a rogue agent.

DATA · Writer 2026: 67% confirmed shadow-AI data exposure

ASK YOUR TEAM: *What would happen if we audited every AI tool in use tomorrow morning?*

04 HR Is Buried, Recruiting Is a Noise War

HR teams spend 520 hours a year just screening CVs. Candidates use AI to write resumes, recruiters use AI to screen them, nobody trusts the signal. 35% of recruiters worry AI misses unique talent.

DATA · HR Daily Advisor 2026: 520 hrs/yr per team lost to screening

ASK YOUR TEAM: *What is our actual false-negative rate? How many great candidates did we miss last quarter?*

— CONTINUED FROM PREVIOUS PAGE

The last three are where *trust* breaks.

05 HR Intelligence Is Locked Away from Managers

Psychometrics, skill maps, engagement scores, succession plans. All sitting in silos, readable only by specialists. Managers make people decisions every day with almost none of this context. Only 1 in 10 talent leaders feel their execs are prepared for AI in HR.

[DATA · Assessio 2026: HR locked out of 60%+ of strategic AI conversations](#)

ASK YOUR TEAM: *When a manager has a retention question, how long does it take to get an answer?*

06 Compliance Is a Moving Target You Can't See

NYC Local Law 144 is active now. Colorado AI Act lands June 2026. EU AI Act enforcement is escalating. If your screening vendor's algorithm is biased, you carry the liability. Most leaders don't have line of sight.

[DATA · Akerman LLP 2026: 30M+ AI-screened applications, hundreds of discrimination complaints](#)

ASK YOUR TEAM: *If legal asked us to explain one AI-driven hiring decision this week, could we?*

07 You Can't Prove the ROI to the Board

Nearly a quarter of organisations have no way to measure AI ROI in recruiting. 88% use AI, only 39% see EBIT impact. Meanwhile the CFO is asking "what did our million dollars buy us?" and the honest answer is: some logins and good vibes.

[DATA · McKinsey Nov 2025: 88% adoption, 39% EBIT impact](#)

ASK YOUR TEAM: *What is our defensible number for AI time-saved, revenue-touched, cost-avoided last quarter?*

WHAT THIS MEANS

If three of these seven fault lines sound familiar, your AI strategy is underperforming the market average. If five of them do, you are in the 80% that will quietly write off this year's investment. The good news: every one of these fault lines is fixable in under 90 days with the right approach.

— THE HARDEST CONVERSATION IN THE BUILDING

Your workforce *isn't* one team anymore. It's already *two*.

The Writer 2026 enterprise AI survey of 2,400 executives and employees reveals a divide that most HR strategies haven't caught up to. On one side: a cultivated "AI elite" on a fast track. On the other: a growing population of skeptics, laggards, and quiet saboteurs. The middle is where the anxiety lives.

THE AI ELITE

The 20% who are *running* ahead.

- **9 HRS/WEEK** saved versus laggards, per Writer 2026
- **5x MORE** productive than slow-to-adopt colleagues
- **3x PROMOTIONS** and raises versus non-adopters in the last 12 months
- **92% OF C-SUITE** actively cultivating this group as a new class of employee
- **SKEWS YOUNG** · 43% Gen Z, 25% Baby Boomers. Clusters in marketing, HR, sales, CS.

THE RESISTANCE

The silent *sabotage* nobody talks about.

- **29% ADMIT** to actively sabotaging their company's AI strategy
- **44% OF GEN Z** admit the same, despite the stereotype
- **60% OF C-SUITE** plan layoffs for employees who can't or won't adopt AI
- **73% OF CEOs** report stress or anxiety from the AI transition itself
- **64% OF LEADERS** privately fear losing their jobs over a failed AI transition

THE HIDDEN COST

The sabotage is rational. When employees see AI being deployed to them rather than with them, quiet resistance is a predictable response. The fix is not more training. The fix is redesigning the rollout so adoption is an invitation, not a performance threat.

— REGULATION IS CATCHING UP FASTER THAN MOST LEGAL TEAMS

The "Wild West" era is *over*.

AI in hiring, HR decisions, and employment actions is now regulated across a patchwork of jurisdictions. You are legally liable for your vendor's algorithms. Here's what's live, what's imminent, and what's on the horizon.

- ACTIVE NOW**

NYC Local Law 144 · The Gold Standard

Requires annual independent bias audits of Automated Employment Decision Tools. Public notice of audit results mandatory. 10-day candidate notification requirement. This is the model other states are copying.

AUDIT · NOTIFY · DISCLOSE
- JUNE 30, 2026**

Colorado AI Act (SB 24-205) · Incoming

Delayed from earlier dates, now live mid-2026. Requires rigorous impact assessments for "high-risk" AI systems. Employment decisions explicitly classified as high-risk. Documentation obligations extend to vendors.

IMPACT ASSESSMENTS REQUIRED
- 2026 - 2027**

EU AI Act · Employment as High-Risk

For any company serving EU markets: employment-related AI systems are classified "High Risk" with mandatory data governance, accuracy testing, and human oversight requirements. Penalties up to 7% of global turnover.

GLOBAL LIABILITY EXPOSURE
- ONGOING · US**

EEOC Enforcement · Title VII Applied to AI

The EEOC has already pursued discrimination cases where AI tools caused disparate impact. Employers cannot defer liability to vendors. "Black box" explanations do not satisfy regulatory scrutiny.

HUMAN-IN-THE-LOOP MANDATORY

If you cannot explain, in plain language, why a specific candidate was rejected by your AI, you are not ready for 2026 compliance.

— SCORE YOURSELF. BE HONEST. THIS PAGE IS FOR YOU, NOT US.

15 questions. *One score.* The rest writes itself.

Tick each box where you can confidently answer **yes**. One point per tick. Total out of 15, multiplied by 2 for your score out of 30. Anything under 18 is in the danger zone.

GOVERNANCE

- We have an inventory of every AI tool in use across the company
- Someone senior owns AI governance with authority to pause tools
- We could immediately "pull the plug" on a rogue AI agent

DATA

- We know which data our AI systems can and cannot access
- No confidential data has been pasted into public AI tools (to our knowledge)
- Our HR data is accessible to the managers who need it, with permissions respected

SKILLS

- We have role-specific AI training, not generic "intro to ChatGPT"
- We can name our top 10 AI-fluent employees

MEASUREMENT

- We measured a baseline before any AI rollout began
- We have defensible time-saved or revenue-touched numbers for the last quarter
- Our CFO trusts the AI ROI number we report

COMPLIANCE

- We can explain every AI-influenced hiring decision in plain language
- We have bias audit documentation for every AEDT we use
- Candidates are notified when AI is used in their evaluation

PRODUCTION

- At least one AI system is running in production with measured business impact

0 - 17	18 - 23	24 - 30
Danger zone. You are in the 80% that will write off this year's AI investment.	Building. You have the instincts right. Execution is the gap.	Ready. You are in the winning 20%. Focus now shifts to scale and defence.

— TWO REGULATED INDUSTRIES. ONE INTEGRATED PLAYBOOK.

What the *winning 20%* actually ship.

Both cases below follow the same formula: **the AI Success Pack** to pick one production-grade use case and govern it, **hr.myndQ.ai** to wire workforce data to the decision layer, and **cohort upskilling** to move whole teams at once — not volunteers. The industries differ. The discipline does not.

CASE 01 · FINANCIAL SERVICES & INSURANCE

A regional commercial insurer, *1,800 employees.*

Book-of-business under rate pressure. Claims backlog climbing. Regulators circling AI underwriting. 9 pilots, zero in production.

AI SUCCESS PACK HR.MYNDQ.AI

COHORT UPSKILLING

THE BEFORE STATE

- Underwriters each using a different GenAI tool, none sanctioned
- No audit trail for any AI-assisted decision — NAIC risk
- Claims adjuster attrition at 22%, tribal knowledge walking out

THREE DECISIONS THAT CHANGED IT

- AI Success Pack: picked one use case — submission triage
- hr.myndQ.ai mapped adjuster skills to claim-complexity tiers
- Cohort upskilling: 140 underwriters and claims staff, together

-41% Submission triage time
+3.1× Adjuster throughput on tier-2 claims
100% AI decisions now auditable

CASE 02 · HEALTHCARE SERVICES & MANUFACTURING

A medical device manufacturer, *3,400 employees.*

FDA-regulated production. Clinical services arm serving 200+ hospitals. 12 disconnected AI experiments across engineering, HR, and field service.

AI SUCCESS PACK HR.MYNDQ.AI

COHORT UPSKILLING

THE BEFORE STATE

- Field service engineers retiring faster than replacements onboard
- 21(CFR)-Part-11 exposure from shadow GenAI in engineering docs
- Nurse-educator turnover disrupting hospital customer training

THREE DECISIONS THAT CHANGED IT

- AI Success Pack: governed one use case — field-service triage
- hr.myndQ.ai surfaced which engineers carried which device lines
- Cohort upskilling: 220 engineers and nurse-educators, same sprint

-53% Mean time to diagnose device faults
+2.8× Knowledge-retention at retirement
90d Pilot to validated production

THE PATTERN, NOT THE ANECDOTE

*Different regulators. Different talent pools. Different failure modes. Same **three-part** play: one scored use case, workforce intelligence wired in, and whole cohorts upskilled together. That is the 90-day move, and it is what the brief calls the AI Success Pack.*

— THREE OFFERS. ONE OUTCOME.

AI that works *inside* your company.

Each offering stands alone. Together they cover the full arc: governance, adoption, and embedded intelligence. Our products plug into ChatGPT and Claude, so your people use the tools they already trust.

STRATEGIC

01

AI Success Pack

90-DAY ENGAGEMENT · PRODUCTION READY

The full readiness sprint. We take one high-value use case from idea to production with governance, compliance, and ROI measurement baked in. No more demos that die in Q3.

FIXES FAULT LINES 01 · 03 · 06 · 07

PEOPLE

02

Upskilling *Workshops*

ROLE-SPECIFIC · COHORT-BASED

Function-tailored AI fluency for sales, ops, HR, finance, and leadership. Not generic prompt engineering. We rebuild specific workflows with before/after time-saved metrics per cohort.

FIXES FAULT LINES 02 · 05

PRODUCT

03

mynd hr.myndQ.ai + talent.myndQ.ai

EMBEDDED INTELLIGENCE · CHATGPT + CLAUDE PLUGIN

Two intelligence products. hr.myndQ.ai gives managers a conversational layer over HR data with full explainability. talent.myndQ.ai turns recruiting from a noise war into signal extraction with bias audit trails. Both plug into ChatGPT and Claude so there's no new interface to learn.

FIXES FAULT LINES 04 · 05

— WHAT THE FIRST QUARTER ACTUALLY LOOKS LIKE

Diagnose. Design. *Deploy.* No theatre. No committees.

01

WEEKS 1 – 2 ·
DIAGNOSE

See the fault lines clearly.

- Tool and data inventory audit
- Use-case triage: value vs feasibility
- Executive and team interviews
- Baseline metrics captured
- Risk and compliance map

02

WEEKS 3 – 6 · DESIGN

Build *one* system end-to-end.

- Production architecture
- Governance and kill-switch controls
- Role-specific upskilling cohorts start
- ROI attribution model with CFO sign-off
- Compliance documentation pack

03

WEEKS 7 – 12 ·
DEPLOY

Ship it. Measure it. Defend it.

- Phased production rollout
- Live KPI dashboard to execs
- Manager enablement sessions
- Monthly board-ready snapshot
- 90-day review with scale plan

THE OUTCOME YOU WALK AWAY WITH

One working production AI system. Baseline and current metrics. Board-ready ROI narrative. A trained cohort. Compliance documentation. A scale plan for the next quarter.

WHAT WE PROVIDE

Strategy lead, solution architect, change consultant, compliance advisor, measurement analyst, cohort facilitators.

WHAT YOU PROVIDE

Executive sponsor, data access, 2-3 hrs/week of stakeholder time, budget approval for infra, honesty.

— LET'S MAKE THE NEXT 90 DAYS COUNT

Stop *talking* about AI. Ship something that *works.*

A 30-minute conversation is usually enough to tell whether we're the right fit. We'll ask two or three sharp questions, share what we've seen work, and you'll know by the end what your first 90 days should look like.

BOOK A 30-MIN CALL

[Book a call →](#)

TAKE THE DIAGNOSTIC

[AI Readiness scan →](#)

EXPLORE THE PRODUCTS

[myndQ hr.myndQ.ai · talent.myndQ.ai](#)

ChatGPT + Claude plugins