

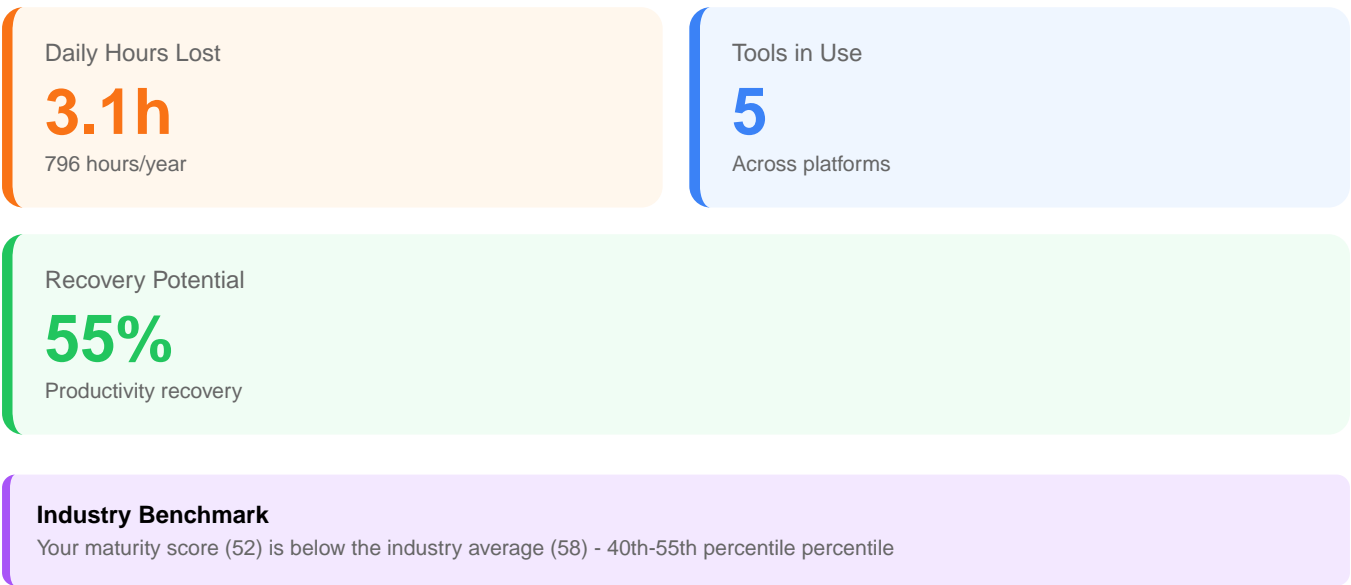
# AI Readiness Report

Organizational Assessment  
Generated: 10/30/2025  
For: david.oladeji.daveola@gmail.com  
Industry: Healthcare

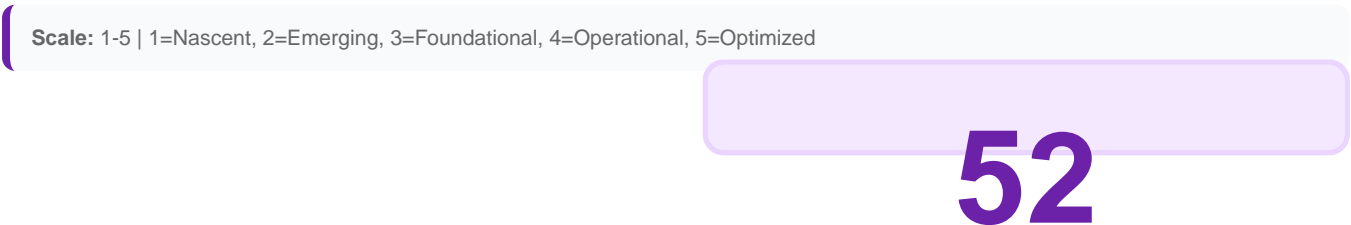
## Executive Summary

Wlpixar's AI readiness assessment reveals a **Level 2 (Developing) maturity** with an overall score of 52/100, positioning the organization below the Healthcare industry average (58/100) in the 40th-55th percentile. Your Engineering/IT team of 6 is losing 3.05 hours daily to productivity challenges—costing approximately \$358,223 annually—primarily driven by data silos, manual entry, and context-switching across 5 daily tools. With 55% productivity recovery potential and stakeholder buy-in at 3/5, the critical path forward requires addressing change management concerns while leveraging your \$150K-\$300K AI initiative budget to automate tasks, speed workflows, and scale without hiring. Your aggressive 0-3 month timeline is achievable through targeted quick wins (ChatGPT-Jira integration, change management workshops) followed by systematic capability building across your modest tech infrastructure.

## Key Metrics Dashboard



## AI Maturity Assessment



Strategy	65/100
Technology	45/100
People	55/100
Data	50/100
Processes	50/100
Ethics	45/100

## Key Findings

- Daily productivity drain of 3.05 hours across your 6-person team translates to \$358K in annual opportunity cost, with 55% recovery potential through targeted AI automation
- Strategy dimension (65/100) outpaces technology (45/100) and ethics (45/100), indicating strong vision but weak execution infrastructure—a 20-point implementation gap
- Data silos and 3/5 systems integration rating create high-impact barriers to AI-driven workflow optimization in healthcare processes
- Change management concern is validated: 3/5 stakeholder buy-in combined with aggressive 0-3 month timeline creates medium-impact adoption risk
- Current <\$50K tech budget versus \$150K-\$300K AI initiative represents 3-6x budget expansion requiring careful phasing and ROI demonstration

## Critical Gaps

### Data Silos in Healthcare Engineering/IT HIGH

Your 3/5 systems integration rating combined with stated challenges in data silos and searching for information creates significant friction across your 6-person team. Disconnected data sources prevent AI tools from accessing comprehensive context needed for workflow automation, directly undermining goals to speed workflows and enable data-driven decisions. In healthcare, this fragmentation also introduces compliance risks when patient or operational data exists in isolated systems without unified governance.

### Manual Processes and Task Automation HIGH

Productivity challenges including manual entry and limited automation—despite using ChatGPT and 5 daily tools—reveal inefficient Engineering/IT workflows consuming 3.05 hours daily. With a current tech budget under \$50K, your team lacks integrated automation infrastructure to eliminate repetitive tasks. This gap directly conflicts with goals to automate tasks and cut costs, while the 3/5 data-driven decisions rating suggests manual processes also compromise analytical capabilities.

### Change Management and Stakeholder Adoption MEDIUM

Stakeholder buy-in at 3/5 combined with change management as your biggest concern creates a medium-impact barrier to AI adoption. In a company of 1-10 employees, resistance from even 2-3 team members can derail initiatives. Your aggressive 0-3 month timeline intensifies this risk—rapid deployment without adequate change management can trigger pushback, especially when scaling without hiring means existing staff must absorb new responsibilities and tools.

## Quick Wins

### Integrate ChatGPT with Jira for Workflow Automation LOW EFFORT

**Implementation (1-2 weeks):** Deploy Jira automation rules combined with ChatGPT API or browser extensions to auto-generate ticket descriptions, categorize issues, and suggest assignments based on historical patterns. **Step 1:** Identify 3-5 repetitive ticket types (e.g., system access requests, bug reports). **Step 2:** Create Jira automation templates using native rules engine. **Step 3:** Integrate ChatGPT via Zapier or custom webhook to enhance ticket content with AI-generated context, reducing manual entry time by 40-50%. **Ethical consideration:** Ensure AI-generated content includes human review checkpoints for healthcare-sensitive information. **Expected outcome:** Addresses context-switching and speeds workflows for your team of 6, saving 2-3 hours weekly per person with minimal cost (<\$500 for premium integrations).

### Conduct Targeted Change Management Workshops LOW EFFORT

**Implementation (2-4 weeks):** Organize 2-3 focused 90-minute sessions for your Engineering/IT team addressing AI benefits, concerns, and hands-on experimentation. **Session 1:** Present ROI scenarios showing how AI enables scaling without hiring—use concrete examples from your workflow (e.g., automated ticket routing saving 5 hours/week). **Session 2:** Hands-on ChatGPT training for daily tasks, allowing team members to identify personal productivity gains. **Session 3:** Co-create adoption roadmap where team members propose automation ideas, building ownership. **Ethical consideration:** Address job security concerns transparently—emphasize AI as augmentation, not replacement. **Expected outcome:** Increases stakeholder buy-in from 3/5 to 4/5, directly mitigating your biggest concern with <\$2K investment (facilitation time + materials).

## Implement AI-Powered Search Tools for Info Retrieval

LOW EFFORT

**Implementation (1 week):** Deploy AI search extensions across your 5 daily tools to reduce time spent searching for information in data silos. **Options:** (1) Implement Glean or Guru for unified search across Jira, documentation, and communication tools (free trials available); (2) Use ChatGPT plugins to query multiple data sources simultaneously; (3) Deploy browser extensions like Merlin or Monica for instant AI-assisted search. **Step 1:** Audit where team spends most time searching (likely Jira tickets, technical docs, Slack/email). **Step 2:** Pilot one AI search tool with 2-3 team members. **Step 3:** Measure time savings and expand if successful. **Ethical consideration:** Ensure search tools respect data access permissions and don't expose sensitive healthcare information inappropriately. **Expected outcome:** Reduces searching-for-info challenge, improving data-driven decisions rating from 3/5 toward 4/5 with \$0-\$500 monthly cost.

## Ethical Considerations

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- *Healthcare Data Privacy:*\* Implement strict access controls and encryption for all AI tools processing patient or operational healthcare data. Ensure HIPAA compliance for any AI system touching protected health information (PHI). Conduct privacy impact assessments before deploying new AI capabilities, especially given current 3/5 data security rating.
- *Bias in Workflow Automation:*\* Audit AI-generated Jira ticket assignments and prioritization for potential bias (e.g., systematically deprioritizing certain issue types or team members). Establish human review checkpoints for AI decisions affecting resource allocation or patient care workflows.
- *Transparency in AI-Assisted Decisions:*\* Clearly label AI-generated content in Jira, documentation, and communications. Ensure team members understand when they're interacting with AI versus human-created information, maintaining trust and accountability.
- *Job Security and Workforce Impact:*\* Address change management concerns by transparently communicating that AI automation aims to eliminate tedious tasks (manual entry, searching for info), not positions. Redirect recovered time toward higher-value work like strategic planning and innovation, enabling scale-without-hiring through capacity expansion rather than headcount reduction.
- *Algorithmic Accountability:*\* Establish clear ownership for AI system outputs. Designate a responsible AI lead within your 6-person team to monitor AI tool performance, investigate errors, and maintain audit trails for compliance purposes.
- *Data Quality and AI Training:*\* Ensure AI models trained on historical Jira data don't perpetuate inefficient workflows or outdated practices. Regularly review and cleanse training data to reflect current best practices in healthcare IT operations.
- *Vendor Ethics and Lock-In:*\* Evaluate AI tool vendors for responsible AI practices, data handling policies, and exit strategies. Avoid vendor lock-in that could compromise your organization's autonomy or inflate costs beyond your <\$50K baseline tech budget.
- *Continuous Monitoring:*\* Implement monthly AI ethics reviews as part of your governance framework, assessing unintended consequences, fairness metrics, and alignment with NIST AI Risk Management Framework principles.

## Recommended Next Steps

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1. *Week 1-2:*\* Launch change management workshop series with all 6 team members to address concerns and build buy-in from 3/5 to 4/5
- 2.

Week 2-3.\* Deploy ChatGPT-Jira integration pilot for 3 high-volume ticket types to demonstrate immediate time savings

3. *Week 3-4.\** Implement AI-powered search tool across 5 daily tools and measure reduction in searching-for-info time
4. *Month 2.\** Establish AI governance committee and draft responsible use policies addressing healthcare data privacy and HIPAA compliance
5. **Schedule Your Discovery Call** - Get personalized insights and recommendations on how AI can accelerate your organization's workflow
6. **Share Your Report** - Invite your team to run their own AI readiness assessment and compare results across departments