

The 90-Day Leader's Guide to AI Readiness

A disciplined framework for leaders who suspect AI is entering a high-entropy environment — and who want to act on that suspicion before it becomes a problem.

Based on the Organizational Entropy Model · peakagility.net

HOW TO USE THIS GUIDE

This guide is organized as a three-phase, 90-day agenda for leaders who want to make their organizations structurally ready to absorb AI as a capability multiplier. Each phase builds on the last. You do not need to complete a full reorganization — you need a clearer diagnosis and a disciplined response.

WHY MOST AI EFFORTS FALL SHORT

The real AI readiness problem is organizational

Executives ask how quickly their organizations can adopt AI, where the highest-value use cases are, and how to scale them. Those are valid questions — but they sit downstream of a more foundational one: **what kind of organization is AI entering?**

If priorities routinely conflict, if decision authority is unclear, if teams optimize locally without system awareness — then AI will not fix the underlying condition. It will increase the speed at which information, outputs, and recommendations move through a structurally incoherent system.

"AI is not a cure for organizational dysfunction. It is an amplifier. In coherent organizations, it multiplies capability. In incoherent ones, it scales confusion."

— Organizational Entropy Model · Peak Agility

EARLY SIGNALS OF ORGANIZATIONAL ENTROPY

If your organization shows these patterns, AI will amplify them:

Signal	What It Means
Questions replaced by assumptions	People stop clarifying because coordination feels too costly, or prior experience has taught them not to bother.
Meetings become the mechanism of alignment	The structure isn't producing shared understanding — meetings are compensating for a design weakness.
Escalation is routine	Decision authority is unclear, confidence is low, or local choices don't converge toward enterprise goals.
Heroics are celebrated as proof of health	The organization rewards compensation for structural weakness rather than fixing the weakness itself.
The same clarification happens repeatedly	Information isn't becoming institutionalized — coherence is being recreated conversation by conversation.

THE ORGANIZATIONAL EXTROPY MODEL

Entropy and extropy: a better lens

ORGANIZATIONAL ENTROPY	ORGANIZATIONAL EXTROPY
<p>The drift toward disorder. As complexity grows, priorities fragment, roles blur, information becomes harder to use, and coordination costs rise. High-entropy organizations depend on meetings, escalation, workarounds, and heroic individuals to manufacture the alignment that their structure should be producing.</p>	<p>The capacity to generate coherence. In extropic organizations, people understand how work connects, how decisions should be made, and how local choices affect the broader system. Alignment emerges with increasing frequency because the design produces it — not because people are working harder to create it.</p>

THREE CONDITIONS OF STRUCTURAL COHERENCE

Extropy is built on these structural foundations:

<p>01 Role Advocacy</p> <p>People understand what they are there to advocate for on behalf of the broader system — not just protect their own area.</p>	<p>02 Priority Alignment</p> <p>Teams make local decisions that still converge toward enterprise goals. Information is usable, not merely visible.</p>	<p>03 System Orientation</p> <p>Work is optimized with the whole value stream in view. Learning becomes reliable when structure supports it.</p>
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WHERE TO BEGIN

A 90-day agenda for leaders

Leaders who suspect AI is entering a high-entropy environment don't need to start with a reorganization. They need a clearer diagnosis and a disciplined response. This agenda is designed for exactly that situation.

1

DAYS 1–30

Map the Burden

- › Identify repeated escalations and who triggers them
- › Map recurring clarification requests across teams
- › Document chronic meeting burden by type and owner
- › Name the people everyone relies on to keep work moving
- › Catalog key-person dependencies that create fragility
- › Note where AI is already in use and what structure surrounds it

2

DAYS 31–60

Design for Coherence

- › Clarify decision authority at each level of the org
- › Resolve overlapping role advocacy between functions
- › Make enterprise priorities explicit enough to guide local judgment
- › Consolidate critical data assets under named ownership
- › Reduce meeting burden by fixing the structure producing it
- › Document: what decisions should AI never make autonomously?

3

DAYS 61–90

Expand AI Deliberately

- › Score each workflow for structural coherence before adding AI
- › Scale AI only in high-coherence, high-feedback-loop workflows
- › Limit AI expansion in areas still held together manually
- › Name an AI accountability owner (not a committee)
- › Establish a feedback mechanism: when AI is wrong, what happens?
- › Set a 90-day review date to reassess entropy levels

THE KEY TEST

If a key person disappeared for six weeks, would work continue cleanly — or would the organization lose its translator, escalator, and informal operating system? That answer tells you a great deal about whether your system is truly coherent or merely compensating.

THE ASSESSMENT FRAMEWORK

Six dimensions of organizational readiness

The AI Readiness Diagnostic scores your organization across six behavioral dimensions drawn from the Organizational Entropy Model. Together they reveal whether your structure can absorb AI as a multiplier — or whether it will amplify existing disorder.

<p>01 — DECISION ARCHITECTURE</p> <p>Decision Architecture</p> <p>Assesses whether decision authority is clear, whether the people closest to the work can act on it, and whether your organization reliably resolves decisions — or keeps revisiting them.</p>	<p>02 — WORKFLOW COHERENCE</p> <p>Workflow Coherence</p> <p>Examines handoffs, bottlenecks, and shared understanding across teams. High-entropy organizations start more work than they finish — and handoffs reliably lose context.</p>
<p>03 — DATA READINESS</p> <p>Data Readiness</p> <p>Evaluates data ownership, accuracy, and whether teams actually trust the data enough to act on it. AI built on distrusted data produces distrusted outputs — faster.</p>	<p>04 — ROLE ADVOCACY</p> <p>Role Advocacy</p> <p>Measures whether people understand not just their responsibilities but what they are positioned to advocate for on behalf of the broader system.</p>
<p>05 — TOOLING ALIGNMENT</p> <p>Tooling Alignment</p> <p>Identifies whether tools are integrated and actually used — or whether they create shadow workflows, redundant systems, and workarounds that signal structural misalignment.</p>	<p>06 — GOVERNANCE & AI CONTROL</p> <p>Governance & AI Control</p> <p>Assesses whether your organization has clear AI policies, named accountability, and the oversight needed to know when an AI output is wrong before you act on it.</p>

Take the free 30-question diagnostic at peakagility.net

READY TO MOVE FROM DIAGNOSIS TO ACTION?

Peak Agility works with leaders who are willing to look honestly at their operating model — and who want to act on what they find.

Entropy Assessment

A structured diagnosis mapping escalation patterns, coordination burden, decision authority gaps, and key-person dependencies.

Structural Coherence Design

We redesign the organizational conditions that produce alignment — so the system generates coherence rather than requiring it to be manufactured.

AI Adoption Architecture

We identify where AI can be introduced as a true multiplier — and where scaling AI would accelerate existing disorder.

Leadership Coaching

We help leaders shift from managing entropy to designing it out through structure and intent.

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