



Build-First AI Enablement Framework

A practical approach to making AI useful, adopted, and scalable.

The Problem With Starting With Tools



Scattered Pilots

No coherent direction or shared outcomes

Weak Adoption

Teams aren't ready — tools go unused

Unclear ROI

No baseline, no measurement, no proof

Inconsistent Governance

Risk and accountability left unaddressed

AI Works When the Organization Is Ready

Technology is not the bottleneck. **Organizational readiness** is.

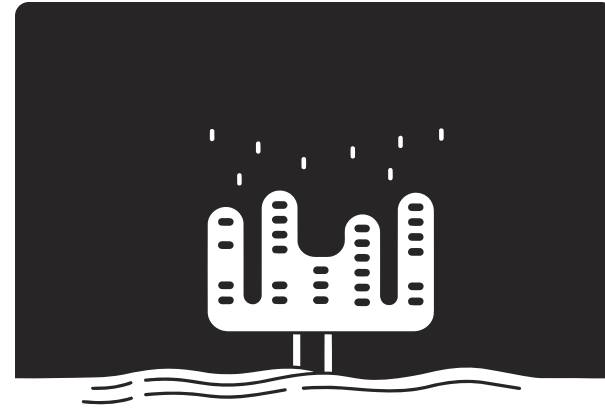
Before scaling AI, four conditions must be in place:

→ **Clear business goals**

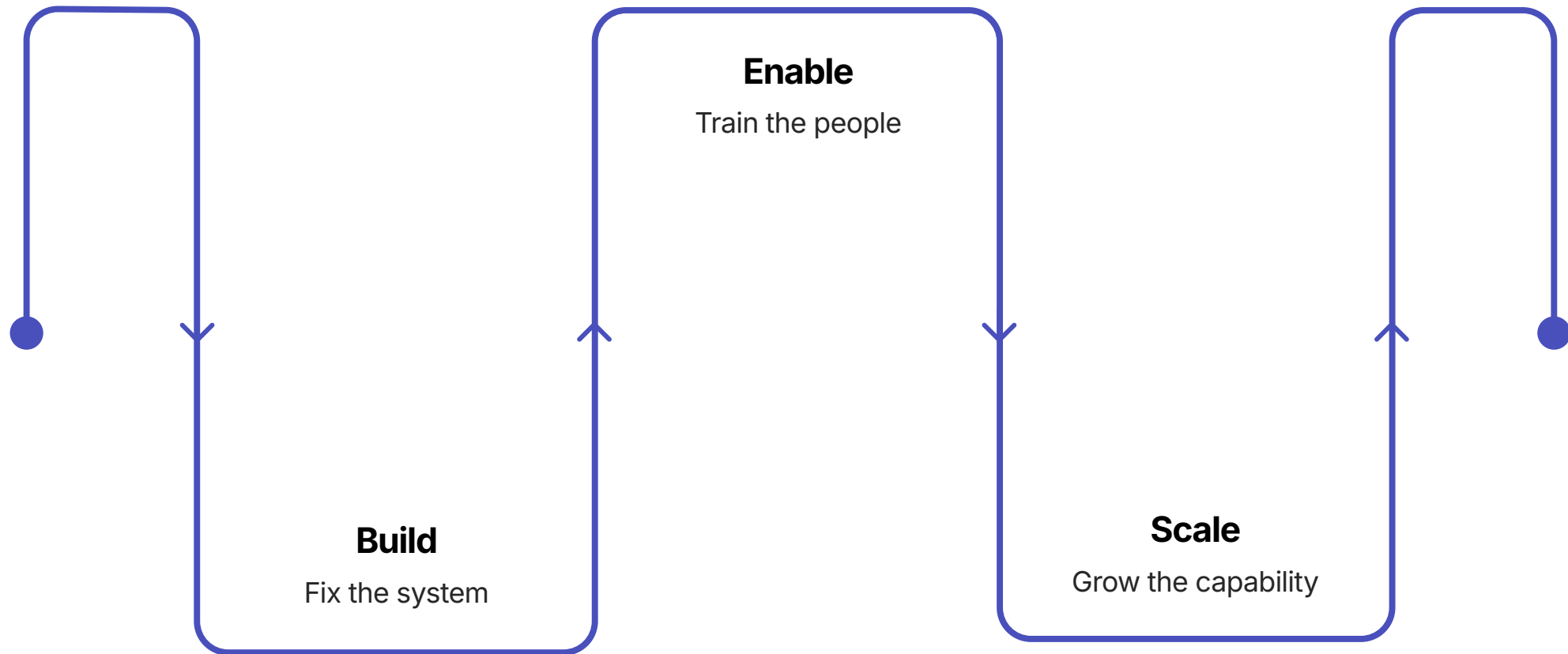
→ **Structured knowledge**

→ **Defined workflows**

→ **Sound governance**



The Framework



A structured sequence — not a shortcut. Each stage creates the conditions for the next.

Build

Create the foundation *before* introducing AI.

Business Outcomes

Align AI to goals that matter

Workflows

Map and optimize before automating

Knowledge

Structure the information AI will use

Governance

Define accountability and guardrails



Key Question

Is the organization ready for AI?



STAGE 02

Enable

Help people apply AI to *real* work.



Training

Targeted skills for each role



Playbooks

Repeatable patterns for common tasks



Prompting

Effective interaction with AI systems



Use Cases

High-value applications prioritized first



Key Question

Can people use AI effectively?

Scale

Operationalize and expand what works.



Adoption

Drive consistent usage across teams



Measurement

Track impact against business outcomes



Optimization

Refine what works, retire what doesn't



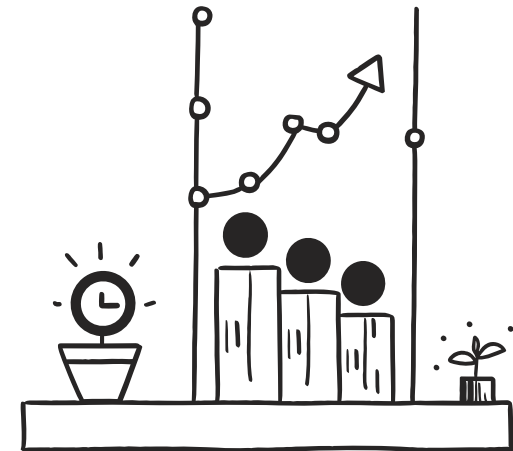
Continuous Improvement

Build a learning feedback loop



Key Question

Can AI deliver value consistently?



This Is an Organizational Challenge — Not a Technology One

Tools Matter

But they are only as effective as the organization deploying them

Readiness Determines Results

Structure, skills, and governance drive real AI value

Capability Is the Competitive Advantage

Organizations that build well, scale fast



Where I Start

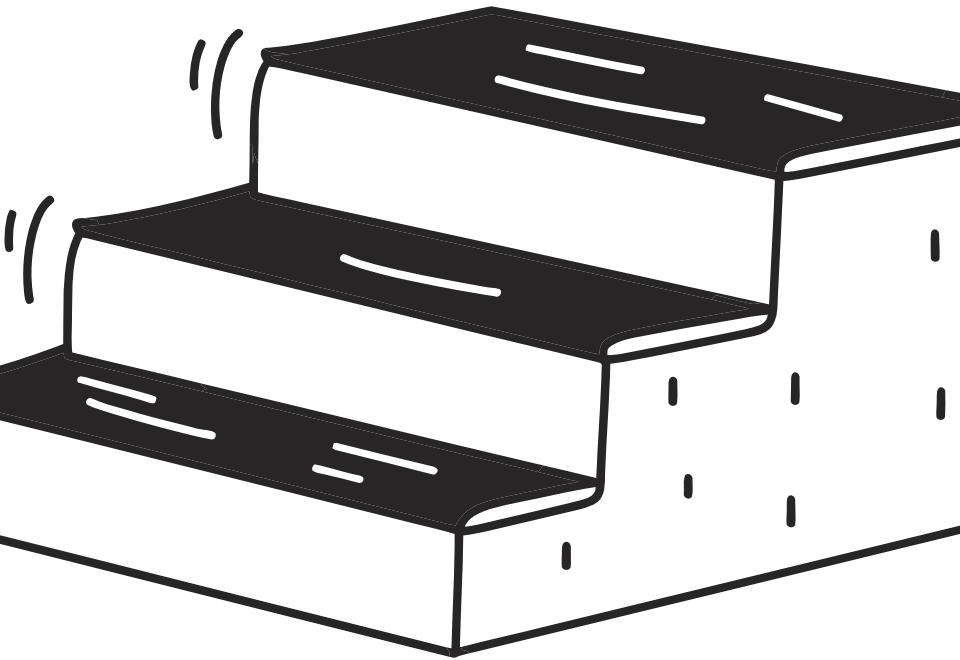
"Most companies start with AI. I start with the business problem, the workflow, and the knowledge that powers the workflow."

Once that foundation exists, enablement becomes easier — and scaling becomes possible.



Build First.

Enable Second. Scale Third.



01

Build

Fix the system. Establish goals, workflows, knowledge, and governance.

02

Enable

Train the people. Equip teams with skills, playbooks, and use cases.

03

Scale

Grow the capability. Measure, optimize, and expand what works.