

# RADAR. Five signals every AI transformation must transmit.

By Rahul Jindal

---



↓ Download PNG (1600×900)

Five signals · Three states

## **When healthy · When missing · 60-second leader test**

Read across each card for one signal's full picture. The test is what a VP can run in sixty seconds against their own program, without the diagnostic.

R

### **Reimagination**

#### **When healthy**

Workflows are redesigned around AI capability before AI is deployed inside them. The org is willing to retire its own processes.

#### **When missing**

#### **Faster Horses**

AI accelerating workflows that should have been retired. The org gets faster cowpaths and calls it transformation.

#### **60-second test**

Map the top 20 workflows by labor hours. Mark each: redesign, retire, or augment. If more than 70% are 'augment', the program is layering, not transforming.

A

### **Agentification**

#### **When healthy**

Agents own end-to-end outcomes (a quota, an SLA, a measurable lag indicator), not just a step in a human workflow. Their owner is named.

## **When missing**

### **PowerPoint AI**

Strategy decks proliferate; production agents don't. Activity is measured (pilots launched, models trained); outcome (work an agent owns end-to-end) isn't.

### **60-second test**

Count agents in production with a named owner and a quarterly outcome target. If the count is zero, you're at PowerPoint AI regardless of slide volume.

D

## **Data & Context**

### **When healthy**

Agents are grounded in the company's specific data, decisions, customers, and history. The output looks like it could only have come from this company.

### **When missing**

#### **Hallucination**

Generic outputs indistinguishable from competitors using the same models. The moat is the model's, not yours; switching costs are zero.

### **60-second test**

Read three live agent outputs side-by-side with the same prompt run on a vanilla model. If a customer can't tell which is yours, your context layer isn't loaded.

A

## **Absorption**

### **When healthy**

Working pilots compound. The third team adopts faster than the first; the tenth, faster than the third. Adoption time is a tracked metric.

### **When missing**

#### **Organ Rejection**

A working pilot in one team that the rest of the org won't adopt. Each new team starts from zero. AI transformations don't average; they multiply, or they don't.

### **60-second test**

Pick a pilot that worked 6+ months ago. Count how many other teams now run it. If the answer is  $< 3$ , the absorber is rejecting, not absorbing.

R

## **Rails**

### **When healthy**

Governance, evals, and kill-switches are designed in from week one, not bolted on at the gate. Leaders sign off because the rails are visible, not because they were briefed.

### **When missing**

#### **Pilot Purgatory**

Endless POCs that never graduate because leadership won't sign off without governance, and governance is treated as a Phase 2 problem. The single largest hidden cost in enterprise AI.

#### **60-second test**

For every active pilot, list its production gate (what evidence ships it). If 'Phase 2 governance review' appears more than once, you've named the bottleneck.

## **Run the diagnostic**

Five minutes. Twenty-five questions. A score, an archetype, and the named pathology you're closest to.

### **Start the diagnostic**[Read the full paper](#)

[Download PDF](#)·[Download DOCX](#)