

RADAR. Five signals every AI transformation must transmit.

Reimagination · Agentification · Data and Context · Absorption · Rails. Miss one and the outcome is predictable. The reverse-lookup names what's broken in language a leader recognizes inside a minute.

	R Reimagination	A Agentification	D Data & Context	A Absorption	R Rails
WHEN HEALTHY	Workflows are redesigned around AI capability before AI is deployed inside them. The org is willing to retire its own processes.	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.	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.	Working pilots compound. The third team adopts faster than the first; the tenth, faster than the third. Adoption time is a tracked metric.	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	Faster Horses AI accelerating workflows that should have been retired. The org gets faster cowpaths and calls it transformation.	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.	Hallucination Generic outputs indistinguishable from competitors using the same models. The moat is the model's, not yours; switching costs are zero.	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.	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	<i>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.</i>	<i>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.</i>	<i>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.</i>	<i>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.</i>	<i>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.</i>

THE MOVE

5-min, 25-question diagnostic. Score, archetype, named pathology. omiindex.com/assessment/radar · Rahul Jindal · byrxj.com · Stack:

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