




AI Pilots Adoption

Reporting by CIO in 2025 suggests that only 30% of all organizations have moved beyond the experimental stage of AI adoption and of those, only 13% have managed multiple deployments ([CIO](#)). The data suggests that while many companies are struggling to meaningfully scale their AI adoption they are also lagging behind on governance with 48% reporting failure to monitor AI production systems. A new approach is needed.

Start Small, Smart, and With Evidence

Successful pilots enable organizations to:

-  Ensure AI adoption is successful by engaging with work processes directly and intentionally so the changes stick.
-  Connect AI processes and workflows to the experiences of individual employees in a way that feels relevant and personal.
-  Increase the chance of positive ROI on AI adoption which research has shown often results in a performance decline before an accelerated ramp up.

The AI Pilot Program Process:

Identify candidate use cases across roles and workflows where AI has clear potential.

Prioritize 3–5 pilots using a consistent scoring rubric that includes:

- Value: What the pilot offers as return for the investment.
- Feasibility: How likely it is that the organization can find success.
- Risk: What potential risks could the pilot represent?

Establish baseline metrics (time, cost, quality, risk) to later prove impact.

Align stakeholders around scope, ownership, and expectations.

Apply governance policies with a clear set of use cases requiring policy review.

Deploy pilot programs with clear expectations on outcomes and run times.

Evaluate performance with an understanding that many programs will cause a dip in performance before they show progress.

Common pitfalls to avoid

Executives care about outcomes first. Learning metrics only matter when they explain or support those outcomes.

Choosing “cool” use cases instead of high-value ones



Use scoring rubric to stay grounded.

Skipping baseline measurement



Leads to unprovable ROI later.

Ignoring risk early



Forces painful corrections in Stage 2 governance.

Overcommitting pilots



More than 3–5 spreads resources too thin.

SEE IT IN ACTION

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