



TIO
The Intelligent Organization

How to Start with TIO

A practical first 30 to 90 days with The Summit Leadership Alliance

From executive interest to a clear mandate, safe AI fluency, an honest maturity baseline, first AI Use Cases, and a practical first-year roadmap.

The first 90 days should improve three things

More Intelligent: give the top leadership group direct, safe experience with approved frontier AI on real work.

More Automated: choose one bounded workflow, complete the first Work and Decision Map, and identify the simplest reliable form of automation.

More in Control: clarify Enterprise Autonomy, approved data and tool lanes, ownership, dependencies, stop conditions, and the first transition route.

01

Why This Starting Path Exists

Create clarity, confidence, and internal capability before committing to a large transformation program.

Most leaders are no longer asking whether AI matters. They are asking harder questions: what is true versus hype, where should we start, what work should change, what risks must be managed, what capabilities must we build, and how do we prove value without losing trust?

TIO starts with the whole organization as the unit of transformation and helps it become more intelligent, more automated, and more in control. It does not begin with tool selection. It begins with mandate, strategy, leadership judgment, capability maturity, practical use cases, work redesign, people, and evidence.

The starting principle

The first engagement should create clarity, not dependency. The goal is not a thick report or permanent reliance on TSLA. The goal is to help the leadership team build enough confidence and internal capability to move safely, practically, and productively.

Four common mistakes to avoid

Mistake	Why it creates trouble
Starting with software selection	Strategy, risk, data boundaries, ownership, and value expectations are still unclear.
Launching pilots before defining evidence	Activity grows, but leaders cannot decide whether to continue, redesign, scale, pause, or stop.
Treating AI as a side project	The work remains disconnected from enterprise strategy, operating priorities, and organizational capability.
Asking people to change before leaders can explain why	Managers and employees receive new expectations without a credible mandate or clear support.

The first leadership conversation

- What are we trying to build, protect, improve, or change?
- Where is AI already being used, formally or informally?
- Where are strategy, data, technology, risk, people, and work design already under strain?
- What would make the first year credible to leaders, employees, customers, boards, councils, or stakeholders?

- Which capabilities must mature first so the organization can move safely and prove value?

02

The First 30 to 90 Days

Use the first three months to create a credible starting point, not to solve everything.

The first 90 days should establish a clear mandate, practical executive AI fluency, an honest capability baseline, a small number of priority opportunities, and a first 12-month path.

Period	Primary focus	What happens
Days 1 to 15	Mandate and orientation	Name the sponsor, clarify why this matters, confirm who must be involved, and review the strategy and transformation context.
Days 16 to 30	AI fluency and discovery	Start safe executive AI fluency, conduct focused interviews, map current AI activity, and identify early risks and opportunities.
Days 31 to 60	Assessment and choices	Run the TIO Maturity Assessment, AI Usage Survey, and practical readiness checks. Test strategic choices and capability gaps.
Days 61 to 90	Readout and roadmap	Agree the priority capabilities, first AI Use Cases, work redesign candidates, decision rhythm, and first 12-month roadmap.

Why the sequence matters

Leaders clarify the mandate before locking the plan. They build AI fluency before sponsoring major AI Use Cases. They assess maturity before overcommitting. They select first opportunities based on value, readiness, risk, and evidence, not excitement.

The rule

Move fast enough to learn, but not so fast that the organization confuses activity with progress. The first 90 days should leave leaders with sharper judgment and a clearer first-year roadmap.

03

What We Do First

Focus the initial work on the few activities that create the most useful evidence and leadership clarity.

Starting activity	What it accomplishes
Mandate and ambition	Clarify what leaders are trying to build, protect, improve, and change. Name the pressures that make action necessary now.
Executive AI Fluency	Help leaders personally experience frontier AI systems safely so they can sponsor the work with judgment, realism, caution, and imagination.
TIO Maturity Assessment	Create an honest baseline across Leadership, Data, Technology, Factory, and People. This is a map for better decisions, not a scorecard for embarrassment.
AI Usage and opportunity scan	Identify where AI is already being used, where risk is present, and which AI Use Cases or work redesign candidates may deserve Discovery.
Strategic choices and focus	Translate ambition into a small number of choices: what must grow or create impact, what must become more productive, and what must be protected.
First-year roadmap	Convert the evidence into a practical first 12-month roadmap with priorities, owners, readiness actions, capacity trade-offs, and value reviews.

Safe AI fluency matters early

Leaders do not need to become technologists. They do need first-hand experience with AI so they can ask better questions about value, risk, data, people, controls, and where human judgment must remain accountable.

04

What the Client Receives

Deliver practical outputs leaders can use in executive, board, council, and first-year planning conversations.

By the end of the first 30 to 90 days, the client should have fewer guesses and better choices.

Output	Purpose
Executive Mandate Notes	What the leader or executive team is trying to achieve, protect, avoid, and prove.
Executive AI Fluency Start Plan	Who participates, how leaders practice safely, and how fluency connects to strategy and sponsorship.
Safe Personal Practice Boundary	A clear rule for what belongs in personal AI tools and what must stay inside approved enterprise environments.
TIO Maturity Assessment Readout	Current maturity, target maturity, evidence, gaps, priority capabilities, and early risks.
Capability Priority Map	The few capabilities that must improve first for the strategy to be credible.
AI Use Case Shortlist	A small set of problem-first opportunities with owners, baseline questions, readiness concerns, and Evidence Gate logic.
First 12-Month Roadmap	A sequence of practical moves covering mandate, strategy, assessment, AI fluency, operating rhythm, AI Use Cases, change, and value reviews.

By day 90, leaders should be able to answer

Where are we going? What must we build? What AI and automation work should start first? What risks must be managed? What capabilities must mature? What does the first year need to prove?

05

How TSLA Supports the Start

Apply TIO safely and practically while building the client's own ability to keep moving.

TIO is open source. Leaders can use the system directly. TSLA helps leaders apply it faster through Thought Partnership, Executive AI Fluency, strategic planning, activation, assessment, roadmap design, Factory discipline, and value reviews.

TSLA support	What it helps leaders do
Thought Partnership	Work directly with the senior leader or executive team to clarify ambition, pressure, risk, choices, trade-offs, and first moves.
Executive AI Fluency	Help executives use frontier AI systems safely and practically so they can sponsor AI and automation with informed judgment.
Strategic Planning and Activation	Translate ambition into strategic choices, priorities, measures, leadership commitments, and a practical first-year path.
ALA™ and SATA™	Use Applied Leadership Acceleration and Strategic Alignment and Team Activation to help leaders and teams turn strategy into behavior and action.
Assessment and Roadmap	Facilitate the TIO Maturity Assessment, readout, capability priorities, first-year roadmap, and supporting baseline checks.
Factory and Value	Help identify AI Use Cases, automation opportunities, and work redesign candidates, then use Evidence Gates and Quarterly Value Reviews to prove what changed.

Our approach

We help leaders build internal capability. The goal is for the client to gain clarity, confidence, and the ability to keep moving with discipline.

Ready to start the conversation?

The next step is a focused conversation about your mandate, current AI activity, leadership questions, and what the first 30 to 90 days should prove.

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