lanai

*THE LANAI EDGE / FREE ROLE TEMPLATE*

# Head of AI Transformation & Performance

*A job description for the executive accountable for making AI investments improve how a company works.*

REPORTS TO COO / CIO / CTO | PARTNERS WITH CFO, IT, Engineering and functional leaders

## The mission

Turn individual AI productivity into measurable company performance. Own the enterprise AI operating system: where to invest, which workflows to redesign, how to enable teams, and how to prove whether changes improved business outcomes. Success is not more seats, prompts or tokens. It is greater operating leverage.

## Four responsibilities

### 1 Manage the AI portfolio

Create a cross-vendor view of AI tools, agents, licenses, usage and costs. Identify duplicate spend, underused capabilities and expensive workflow choices. Partner with Finance on the budget, renewal decisions, unit economics and investment priorities.

### 2 Enable people and teams

Identify successful AI practices and power users. Establish training, champions, approved workflows and human review standards. Move teams from isolated experiments to repeatable work.

### 3 Redesign business workflows

Map where employees and agents perform work in Engineering, GTM, Finance, Support and other teams. Prioritize high-value bottlenecks and standardize proven practices into reusable skills, agents and automations.

### 4 Measure business outcomes

Create baseline measures for adoption, modeled AI effort, workflow cost, quality and throughput. Measure outcomes before and after interventions: revenue per employee, engineering cycle time, close time, ticket resolution or cost per completed task. Report decisions and results quarterly.

## What success looks like

**FIRST 30 DAYS** Baseline spend, adoption, coverage and top workflows; name business owners.

**FIRST 90 DAYS** Launch 3–5 prioritized workflow changes with agreed KPIs and review gates.

**FIRST 12 MONTHS** Demonstrate measured workflow improvements; create a repeatable quarterly AI investment review.

## What to look for

An operator who has led cross-functional change, understands unit economics, can influence the CFO and engineering leadership, and knows how to distinguish AI activity from measured business results. Strong technical fluency is useful; business judgment and execution are essential.

## Operating principle

**RECORD → DECIDE → ACT → REMEASURE**

Govern AI carefully and keep humans accountable for approvals and high-stakes decisions. AI Work Hours and other modeled activity measures are signals about work performed, not verified hours saved or realized ROI.