

The Organization Maturity Scorecard: A diagnostic tool to gauge the degree your organization has adopted modern management principles and practices.

Rate your organization on a scale of 1 (legacy) to 5 (collaborative intelligence).

Category	1 – Railroad Model	5 –Platform Model	Score
Strategy	Reactive: Tools are purchased based on hype, and “use cases” are hunted to justify the spend.	Proactive: Specific cognitive jams are targeted where high-value work is stalled.	[] / 5
Workflow	Digitized Chaos: AI is layered onto outdated processes and industrial-era job descriptions.	Intelligent Design: Workflows are re-engineered, deliberately separating execution from judgment.	[] / 5
Governance	Shadow AI: Restrictions and bans push employees toward unvetted public tools.	Guided Innovation: A clear “Green Light” policy and Center of Excellence govern performance.	[] / 5
Architecture	Fragmented: Employees operate in silos using personal logins to public chatbots.	Integrated: A secure AI Commons protects data and enables shared digital teammates.	[] / 5
Adoption	Passive Training: Generic webinars on “prompting” are offered with little follow-through.	Active Coaching: Teams are guided from “makers” to “orchestrators” within daily workflows.	[] / 5
Value	Efficiency Trap: Success is measured by headcount reduction or task completion.	Total Value: The cognitive dividend and growth of human alpha are measured and managed.	[] / 5
Total			/ 30

- **What Your Score Means**

- **6–12: The Railroad Model**

You are paying a heavy legacy tax. AI is currently destabilizing rather than strengthening your enterprise. Begin immediately with the management MRI in Chapter 3.

- **13–22: Pilot Purgatory**

You possess tools but lack a system. You are digitizing chaos. Focus on workflow redesign in Chapter 4 and architecture in Chapter 5.

- **23–30: The Collaborative Frontier**

You have established the foundation for superagency. Use the executive mandate in Chapter 10 to scale and compound your competitive moat.