AIVROs.ai
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THE AIVROS BROCHURE / 2026

AI Transformation as a Service.

The AI Value Readiness Operating System. We measure who is ready, find where the value is, and prove the change every quarter.

MEASURED. MANAGED. PROVEN.



Foundational Emerging Developing AI Ready Illustration

THE SPEND

Trillions on AI. A sliver on knowing if you are ready.

AI SPEND

2.7 trillion

US dollars in 2026, heading past 3.6 trillion in 2027

Most of it is infrastructure and vendor spend.

GARTNER, SEP 2026

READINESS

About 40 billion

US dollars

goes to AI diagnostics and readiness.

ESTIMATED

PRICED OUT

Most businesses cannot afford the consulting that readiness work has needed.

OUR VIEW

AIVROS

50 billion and more

US dollars

The market that does not exist yet. AIVROs makes readiness affordable, and grows the market.

ESTIMATED

Sources: AI spend, Gartner, Forecast: AI Spending Worldwide, press release 16 Sep 2026 (2026 total about 2.67 trillion US dollars, 2027 about 3.64 trillion). Estimated market figures. They describe the market, not our clients.

THE GAP

Spending is not the same as value.

95%

Despite 30 to 40 billion US dollars of enterprise investment in generative AI, 95% of organizations report zero return.

MIT NANDA, JULY 2025 · SMALL SAMPLE STUDY

5%

Only 5% of companies achieve AI value at scale; 60% see little or none.

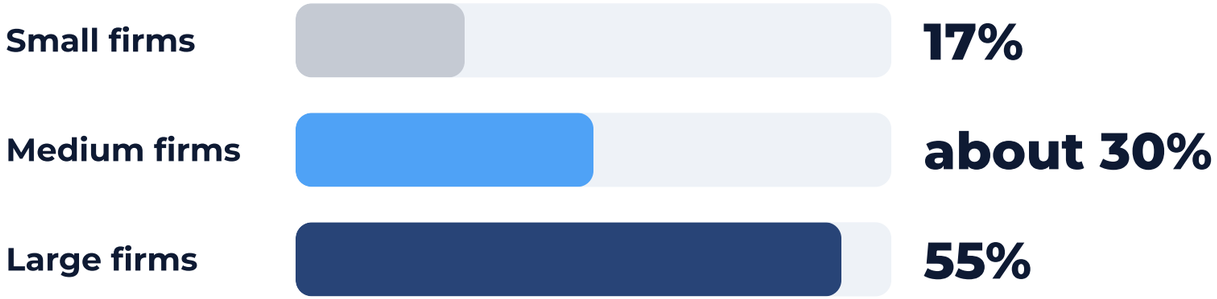
BCG, 30 SEP 2025 · SURVEY OF 1,250 FIRMS

Sources: MIT NANDA, The GenAI Divide: State of AI in Business 2025 (July 2025; preliminary study with a small sample and a disputed method). BCG, The Widening AI Value Gap (30 Sep 2025; global survey of 1,250 firms).

THE GAP, PART TWO

AI help has been priced for the few.

ENTERPRISES USING AI IN THE EU, 2025



THE AIVROS VIEW

Real AI diagnostics have been the work of expensive expert consultants.

That prices out most small and mid-sized companies. So they buy licences and generic training, with no strategic plan behind them.

We built AIVROs to change that.

Source: Eurostat, Use of artificial intelligence in enterprises (enterprises with 10 or more staff using at least one AI technology, 2025: small 17%, medium 30.4%, large 55.0%). Right panel is the AIVROs view, not a sourced statistic.

THE IDEA

The company you run today is version 1.

01 Version 1 is built before AI

People, process and tools were set up for a world without it. AI sits on top as pilots, licences and good intentions.

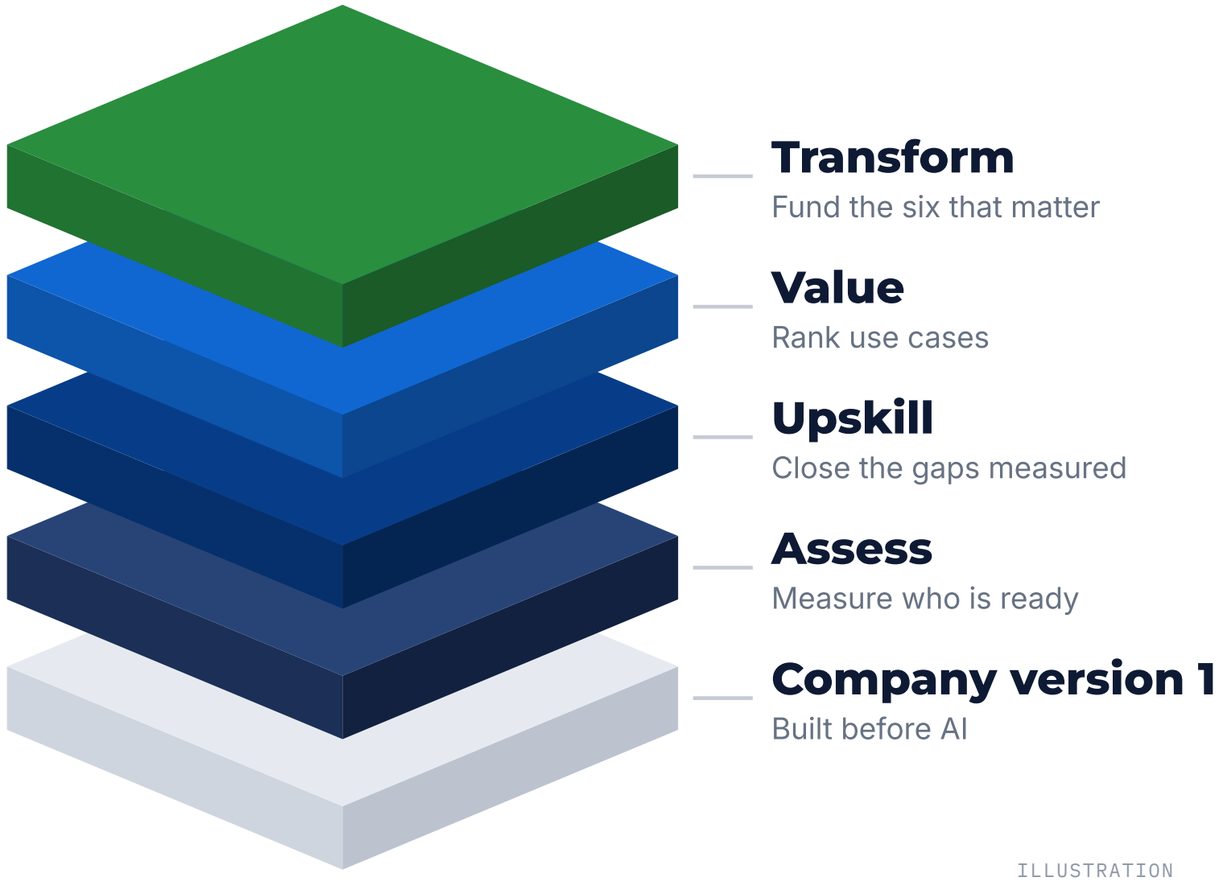
02 Version 2.0 is built around AI

The same company, rebuilt: people who can use AI well, work redesigned for it, and value the board can see.

03 One platform gets you there

Until now that meant a consulting project, a course catalogue and a tool stack, bought separately. AIVROs puts the whole job in one place.

COMPANY VERSION 2.0: AI



ILLUSTRATION

BEFORE AND AFTER

Version 1 and Company version 2.0: AI.

Same business, same people. What changes is how you know, how you learn, and what you fund.

	VERSION 1		COMPANY VERSION 2.0: AI
WHERE YOU STAND	A survey, or a feeling.	→	**A measured baseline for every group and role.**
SKILLS	A course catalogue that people do not finish.	→	**Learning aimed at the gaps that were measured.**
AI PROJECTS	Pilots that never reach the numbers the board reads.	→	**Use cases ranked by value and readiness. Six chosen to fund first.**
CHANGE	A one-off programme and a report.	→	**A plan tracked and re-measured every quarter.**
SAFE USE	A policy in a PDF.	→	**Safe use measured and governed, not just written down.**

And for smaller companies

What needed a large consulting budget **is now within reach.**

What used to need a long engagement **can start with a baseline in days.**

What was exclusive to large enterprises **is now open to every size.**

THE AIVROS ANSWER

AI transformation, delivered as a service.

01 Integrated

One system from the first baseline to proven value, instead of a patchwork of tools and slides.

02 Streamlined

A clear path in five steps, so every team knows what comes next.

03 Automated

Measurement, scoring and planning run in the platform, not in spreadsheets.

04 Affordable

What only large enterprises could buy, brought within reach of smaller companies.



For the whole leadership table. One shared, measured view of readiness and value.

WHAT AIVROS DOES

Four capabilities, one platform.

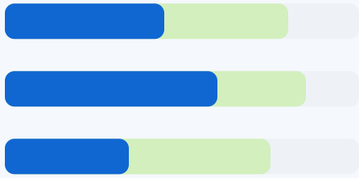


01

Assess

Readiness assessment. Eight instruments read the workforce, from AI Fluency (AIQ) to champion profiling.

ONE SKILLISCORE OUT OF 1,000

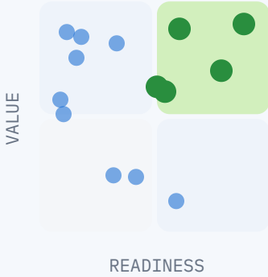


02

Upskill

Learning paths aimed at the gaps that were measured, plus a Course Builder for your own material.

LEARNING PER GAP

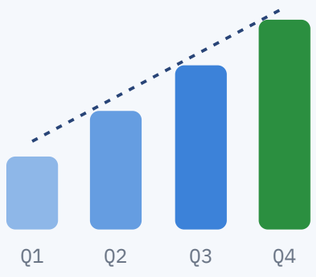


03

Value and use cases

Value levers with evidence, and the Opportunity Matrix that sets readiness against value, so you see where to move first.

A PLAN OF SIX



04

Transform

Turn the plan into change. A value plan your board can read, re-measured every quarter.

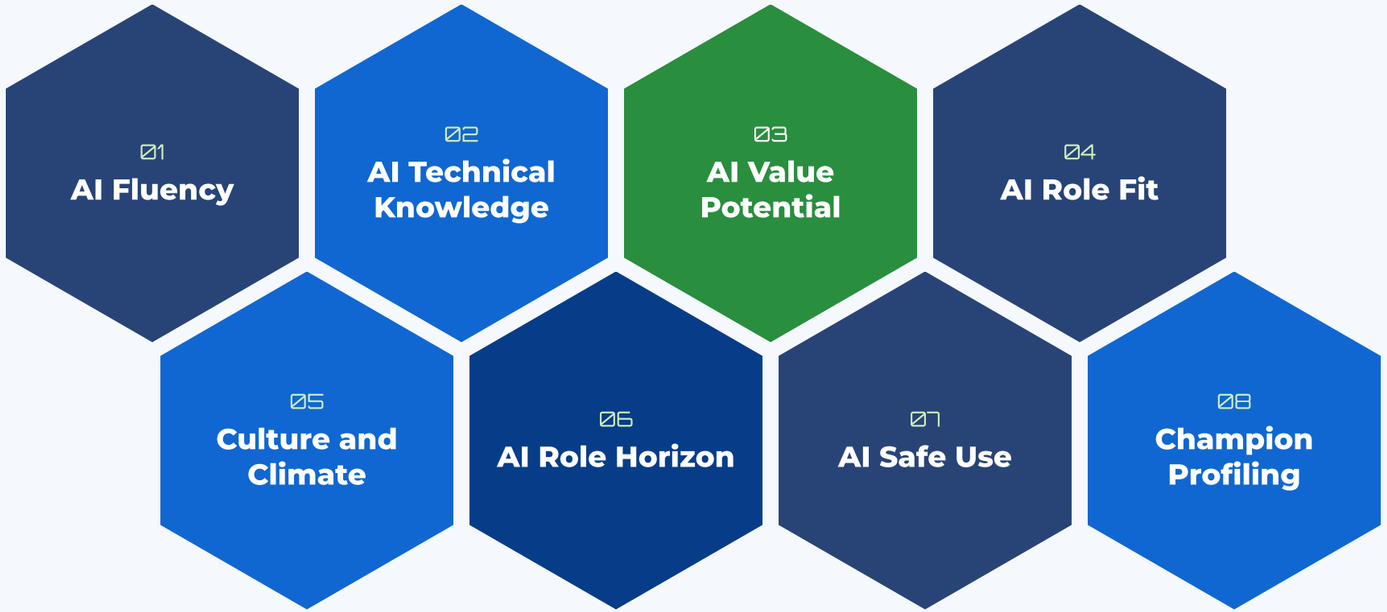
QUARTERLY TIME-LAPSE

Each one feeds the next, so nothing is bought, learned or funded in isolation.

DELIVERED BY YOUR TEAM OR A CERTIFIED PARTNER

THE INSTRUMENTS AND THE SCORES

Eight instruments. Three scores.



Eight proprietary instruments. AI Value Potential also feeds the Value Score.

SkilliScore

FROM THE EIGHT INSTRUMENTS

Group readiness out of 1,000, for groups of five or more.

Value Score

FROM AI VALUE POTENTIAL

One per lever, out of 1,000, plotted on the Opportunity Matrix.

SafeScore

FROM THE EIGHT INSTRUMENTS

The safe-use score.

SCORE ONE OF THREE

SkilliScore: one number for group readiness.

OUT OF 1,000

SAMPLE



Cohort SkilliScore

READINESS BANDS, IN WORDS

Foundational | Emerging | Developing | AI Ready

WHAT IT BLENDS

The SkilliScore blends three pillars, read from the eight instruments as one dataset.

PILLAR **Leadership**

PILLAR **AI Fluency**

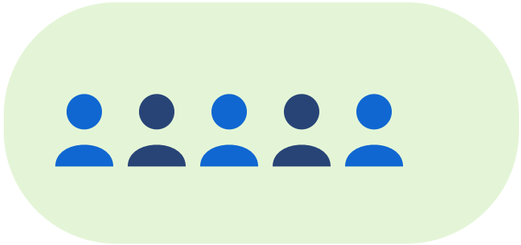
PILLAR **Motivation**

BY TEAM

SAMPLE



ALWAYS A GROUP



FIVE OR MORE, ALWAYS A GROUP

Groups of five or more. Never one person.

Nothing is shown below five people per group, so the score points to where to invest, not who to blame.

Sample values for illustration, not client data. The SkilliScore is also written Skill Score on aivros.ai.

SCORE TWO OF THREE

Value Score: one per lever, out of 1,000.

VALUE SCOREBOARD

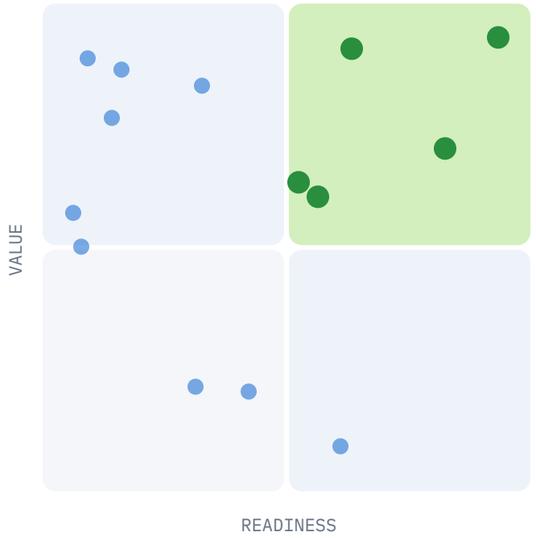
SAMPLE

1	Customer replies	842
2	Invoice matching	786
3	Demand forecasting	731
4	Proposal drafting	694
5	Maintenance planning	655
6	Onboarding content	603
7	Contract review	472
8	Expense audit	418

Green: the six that go forward to the plan of six.

OPPORTUNITY MATRIX

ILLUSTRATION



Value Score on one axis, readiness on the other. Move first where both are high.

AI Value Potential to AI Value Score to Weighted AI Value Score to Value Scoreboard

Sample lever names and values for illustration, not client data.

SCORE THREE OF THREE

SafeScore: safe use, measured.



SafeScore

The safe-use score, from the same eight instruments that build the SkilliScore.

ROUTE 01, IN 60 SECONDS

The quick check

A 60-second AI Cyber Risk check.

ROUTE 02, THE FULL CAMPAIGN

Eight instruments

Eight instruments read the workforce and roll into SkilliScore and a SafeScore.

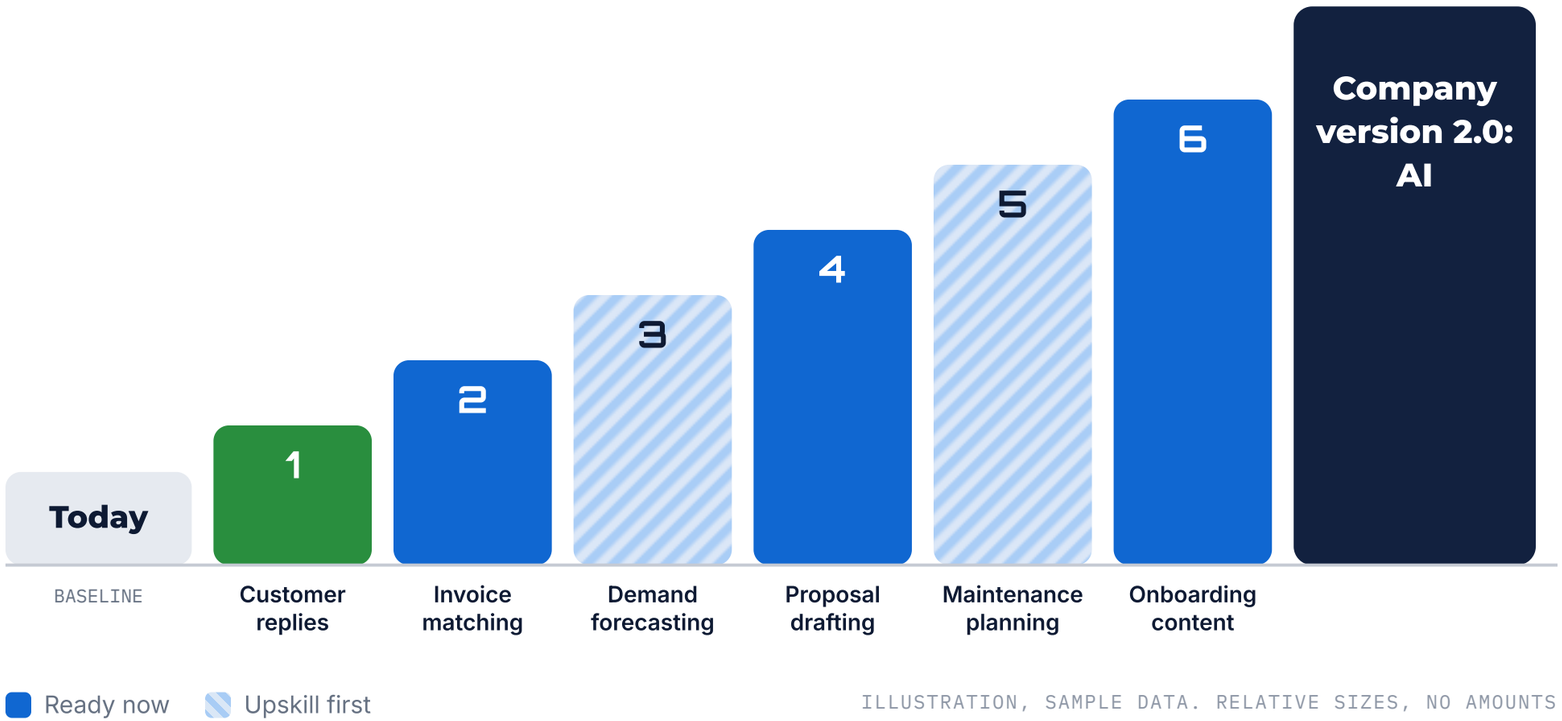
~~A policy in a PDF.~~ → **Safe use measured and governed, not just written down.**

The workspace owner decides whether AI features are on for a campaign, and can turn them off.

FROM READINESS TO A PLAN

Six initiatives that build version 2.0.

Every use case gets a value and a readiness. The six that are ready and worth the most are funded first.



INITIATIVE 1 OF 6 / SAMPLE

Customer replies

First drafts of replies for the service team to check and send.

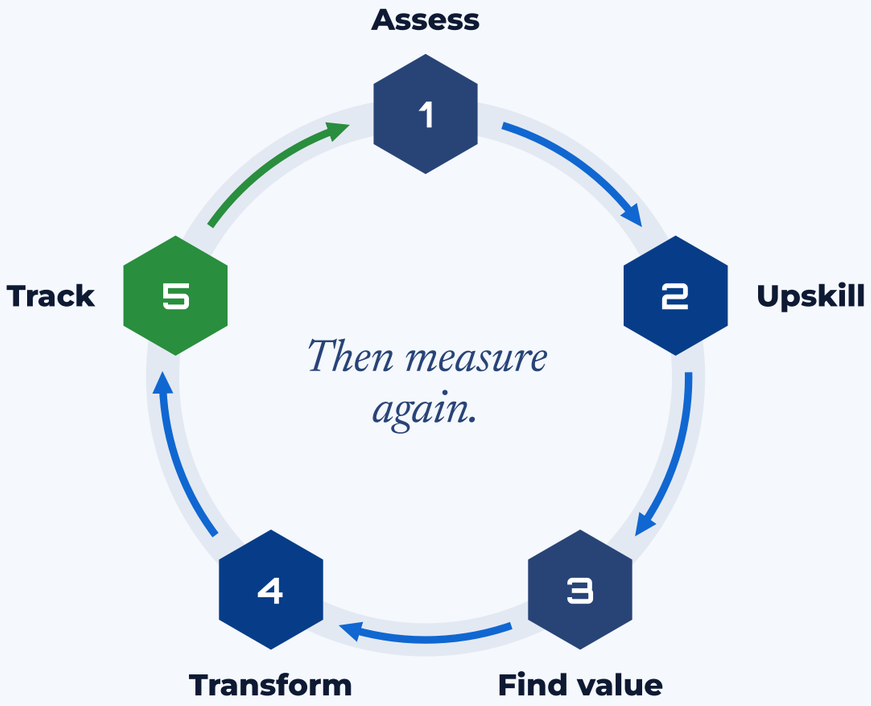
VALUE	High
READINESS	Ready now
ROUTE	Buy

Six steps together build Company version 2.0: AI.

HOW IT WORKS

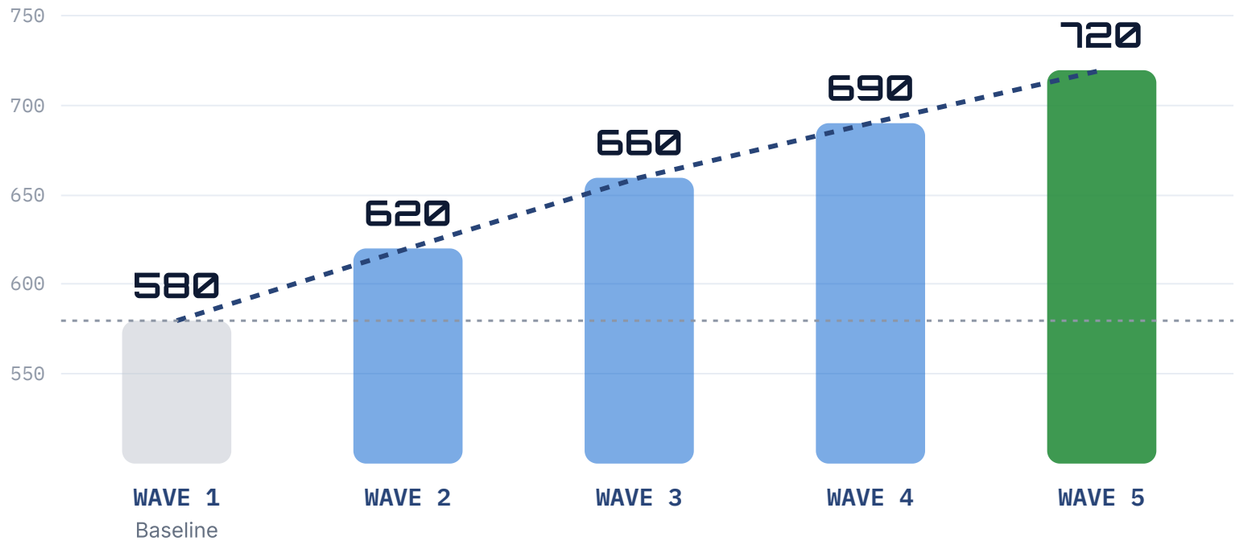
A loop, not a project.

A quarterly re-baseline. **Re-measured every wave.**



COHORT SKILLISCORE, WAVE BY WAVE DOTTED LINE: YOUR BASELINE

SAMPLE



Each wave is compared like for like against your own baseline, **so progress is proven, not assumed.**

Sample score path 580 to 720 for illustration, not client data or a promised result.

THE PEOPLE

Everyone has a part. People stay in charge.

Workspace owner

Decides on AI features and named results, and can turn AI features off for a campaign.

Members and Sponsors

Invited through the Campaigns Manager. Every campaign has its Members and its Sponsors.

Champions

Identified from measured AI fluency against a governed threshold, not manager opinion.

Leaders

Take the Leadership Fit Review, named for leaders.

Your team or a certified partner

Delivers the programme, quarter after quarter.

WHO IT IS FOR

Boards and CEOs · **Private equity operating teams** · **HR and learning leaders** · **The advisers who work with them**

For businesses that want to move from AI pilots to proven value.

People and AI agents

ILLUSTRATION

One customer order, from request to reply, in five stations. In Version 2.0: AI, three AI agents prepare the work and the same five people decide.



THE LANDSCAPE

Each focuses on a category. AIVROs puts the whole job in one place.

section	CATEGORY FOCUS **Enterprise AI training and adoption.**
LARRIDIN	CATEGORY FOCUS **Measuring AI use, cost and impact.**
Workera	CATEGORY FOCUS **Skills measurement and development.**
degreed	CATEGORY FOCUS **Learning and upskilling.**

OUR VIEW Category focus in our words. Logos belong to their owners.

AIVROs.ai	WHAT AIVROS DOES, IN ONE LOOP	
Measure readiness	Eight instruments, one SkilliScore out of 1,000.	✓
Upskill	Learning paths aimed at the gaps that were measured, plus a Course Builder.	✓
Champion identification	From measured AI fluency against a governed threshold, not manager opinion.	✓
Use-case value	A Value Score per lever, the Opportunity Matrix and a plan of six.	✓
Quarterly repeat	Re-measured every quarter, like for like against your own baseline.	✓
One platform	Assess, upskill, value and transform in one place, not bought separately.	✓

Our view, based on public pages read 29 October 2026. Competitors may differ. AIVROs rows describe AIVROs only; competitors are not scored.

HOW TO WORK WITH US

Two ways in. Three ways to run it.

WAY IN 01

Direct to companies

We work with your leadership team to baseline the organization, find the value and prove it every quarter.

One evidence base for the whole table.

WAY IN 02

Build your practice on AIVROs

For AI advisors, agencies, forward deployed engineers (FDEs) and consultants.

Introduce | **Deliver** | **Agree the share**

You are bringing an outcome, not reselling a login.

Three ways to run it

Self-serve | **Concierge** | **Certified partner**

Programs, not seats.

Plans: Honeycomb, the base. Beehive adds culture, role fit, cyber risk, leadership and AI course drafting.

Programs: Baseline, Value and Portfolio. There is no public rate card; we scope each program with you.

THE AIVROS FRAMEWORK

What actually makes AI transformation happen.

AI Transformation =

(Readiness + Fluency + Champions) × Value Potential × Execution − Risk + Friction

Readiness
SkilliScore, AI Technical Knowledge, AI Role Fit.

Fluency
AI Fluency, and learning per gap.

Champions
Champion Profiling, against a governed threshold.

Value Potential
AI Value Potential, a Value Score per lever, the Opportunity Matrix.

Execution
Plan of six, build or buy, four quarterly waves.

Risk
AI Safe Use.

Friction
Culture and Climate, AI Role Horizon.

People add up. Value and execution multiply. Risk and friction take away. If a multiplier is zero, so is the transformation.

CONCEPTUAL FORMULA, NOT A MATHEMATICAL LAW

TRUST

Built on measurement, not opinion.

We don't train on your data.

Your data builds your own company context only. It is never shared across companies.

Nothing shown below five people per group.

Results protect individuals. Small groups are never reported.

Pilots of 10 to 20 people, by invitation.

We start small, with the people you choose. Baseline in days, not quarters.

Eight proprietary instruments.

Validated instruments scored on the server and read as one dataset.

Your data, under your control

Built to keep your data under your control, with clear settings for AI use. The workspace owner decides whether AI features are on for a campaign.

Member of NVIDIA Inception

A program for startups building with accelerated computing.

SOC 2 controls in progress

We say what is true today: the controls are in progress.

OUR VISION

Measured. Managed. Proven.

Ready to build Company version 2.0: AI? Tell us where you are. We will show you what a baseline looks like.

aivros.ai

Get in touch or book a demo.
info@skillement.ai



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