

THE AIVROS MASTER BROCHURE · 2026

Know who is ready. Know where the value is.

AIVROs measures AI readiness across your whole organisation, then turns it into a value plan your board can read. In weeks, not months.

AI READINESS. MEASURED. MANAGED. PROVEN.

app.aivros.ai



■ Every tile is a team ■ Every spark is AI value found

01 THE MOMENT

Every company is adopting AI. Almost none can answer the board.

49-93%



of employees use AI tools their employer never approved, the range across major 2025-26 studies

75%



of those users admit sharing sensitive information with the tools they use

52%



of the workforce has never received one minute of AI-risk training

Sources: UpGuard, ManageEngine, National Cybersecurity Alliance, Cyberhaven, 2025-26, as cited in The AIVROs Brief (August 2026).



02 WHY AIVROS

Readiness for everyone. Answers for the board.

Most vendors sell training.
AIVROs sells evidence.



Inclusive

Everyone is measured, not just the technical teams. Readiness is a whole-organisation question, and people come first by design.



Fast

Answers in weeks, not months. No months-long consulting engagement, no weeks of interviews before the first insight.



Scalable

Start with one group, then run every team on the same platform, re-measured every quarter, compared like for like.



Affordable

Serious readiness and value analysis within reach of every organisation, mid-market included, so nobody has to skip it.



Board-level

Reports your board can read, with every number traced back to a named instrument. Evidence, not anecdote.

A measured answer to readiness and value, in weeks, without a months-long consulting engagement.

03 THE TWO QUESTIONS

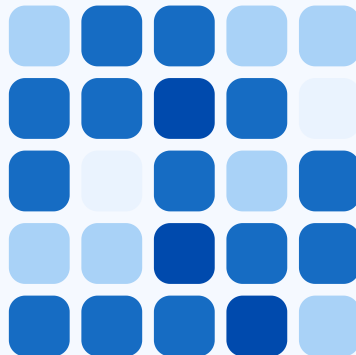
Before you spend on AI, **answer two questions.**

01

Are we ready?

Not yes, no or maybe. A measured map of who is ready, where, for what, and under which conditions.

- Readiness heat map and Skill Score
- Quarterly time-lapse of progress
- Champions, roles, culture, safe use



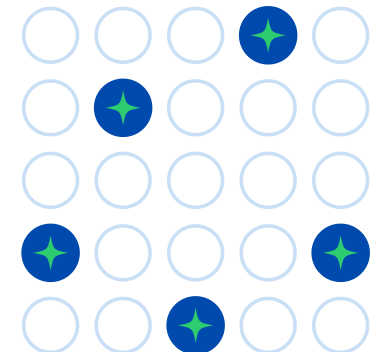
READINESS MODULE · PAGES 5 TO 8

02

Where is the value?

The use cases worth funding, the build or buy call, and the AI economics behind each one.

- Value Score for every lever
- The Opportunity Matrix
- EBITDA bridge, build, buy or hybrid

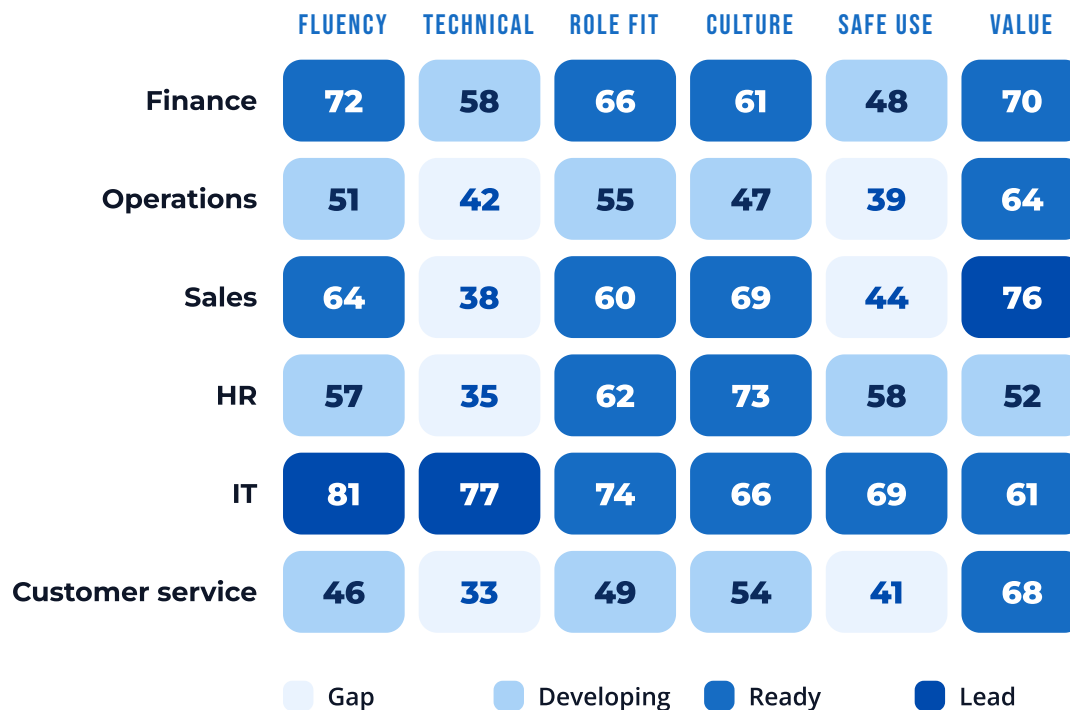


VALUE MODULE · PAGES 9 TO 11

04 ARE WE READY? · THE HEAT MAP

Readiness is a map, not a yes or no.

ILLUSTRATIVE SAMPLE OUTPUT



One number the board can track.

The Skill Score is your organisation-wide AI fluency score, out of 1,000: an amalgam of leadership, fluency and motivation. Behind it, every team gets a score on every dimension, so you see exactly where readiness is strong and where it will stall.

MEASURED WITH NAMED INSTRUMENTS

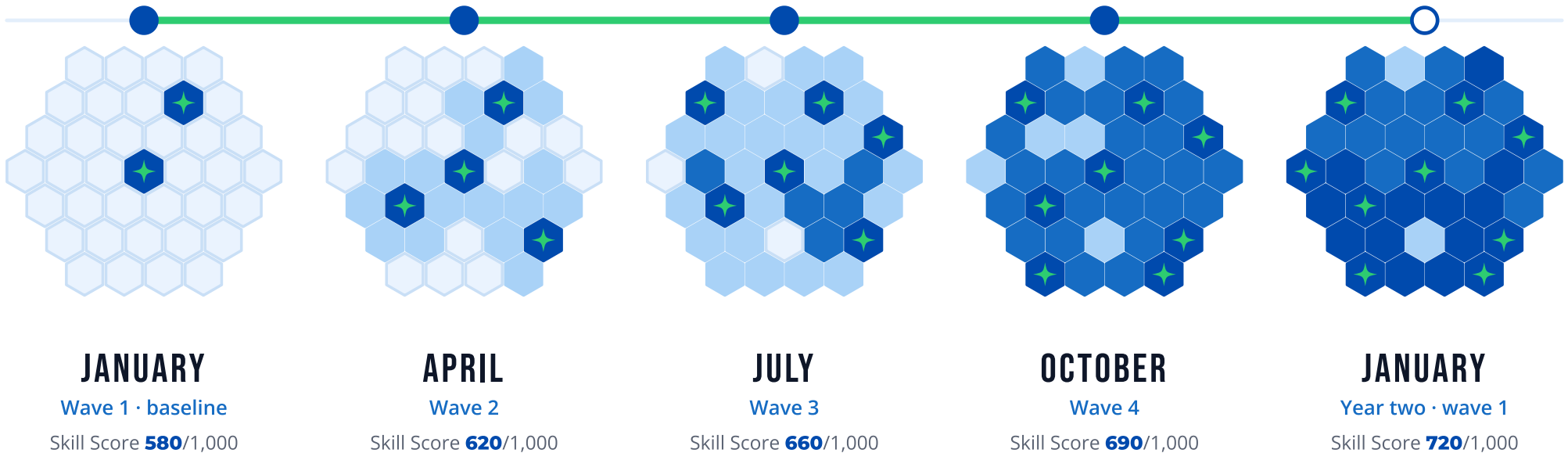
AI Fluency · AI Technical Knowledge · AI Role Fit · Culture & Climate · AI Safe Use · AI Value Potential

05 ARE WE READY? · OVER TIME

ILLUSTRATIVE

Readiness, time-lapsed.

AIVROs re-measures in the first month of every quarter: January, April, July, October, then January again. Four waves a year turn a snapshot into a moving picture of readiness building across the company.



**One-year subscription.
Four quarterly waves.**



Compare like for like, team by team, quarter over quarter. Watch champions spark readiness around them, and prove progress to the board with every wave.

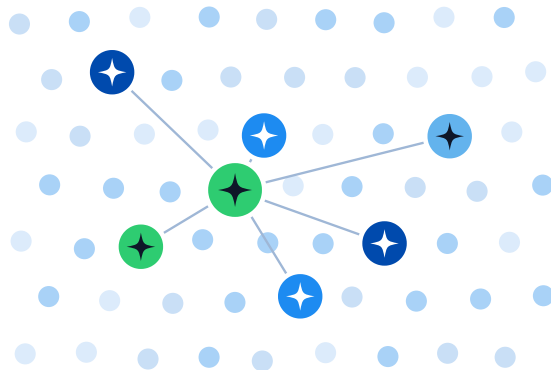
06 ARE WE READY? · THE PEOPLE LAYER

ILLUSTRATIVE

Find your champions. See how AI will augment every role.

CHAMPIONS AND ARCHETYPES

Your AI champions

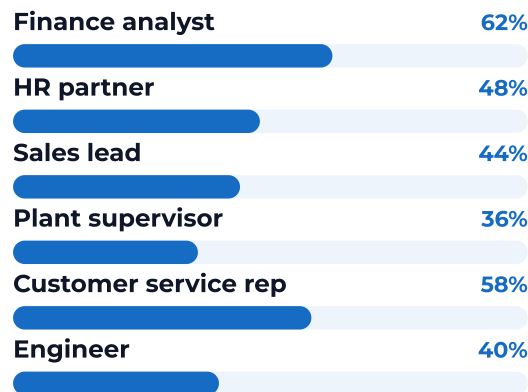


Identified from measured results, not opinion, and mapped into archetypes: how each champion drives change, and who complements whom.

● ● ● ● archetype colours, illustrative

ROLES

Augmentation depth, role by role



Where AI can take on routine work, task by task, so people spend more time on judgement. Never a risk score. Bars show AI assist share, illustrative.

ORGANISATION

Culture and climate of adoption



Does the organisation let people use AI, or push it into the shadows? Culture & Climate asks about the workplace, never the person. Leader profiles are shared only with consent.

07 ARE WE READY? · SAFE USE AND CYBER RISK

Shadow AI is already inside. Now you can see it, team by team.

93% of employees admit putting company information into AI tools without approval.

Source: ManageEngine study, 2025, as cited in The AIVROs Brief (August 2026).

● **Nothing to install**

No connectors, no telemetry. One designed survey, about fifteen minutes.

● **The provisioning-gap read**

When people use outside tools because approved ones are missing, the report says "under-provisioned", not "reckless".

● **A score the board can read**

A SafeScore and a heat map by team. Each person gets a private, growth-framed map.

● **Audit-ready vocabulary**

Findings framed in NIST AI RMF and ISO/IEC 42001 language, the words the auditor asks in.

SAFEScore BY TEAM

ILLUSTRATIVE

Shadows show exposure: the deeper the shadow, the more AI use happens outside approved tools.

Finance

48

Operations

39

Sales

44

HR

58

IT

69

Customer service

41



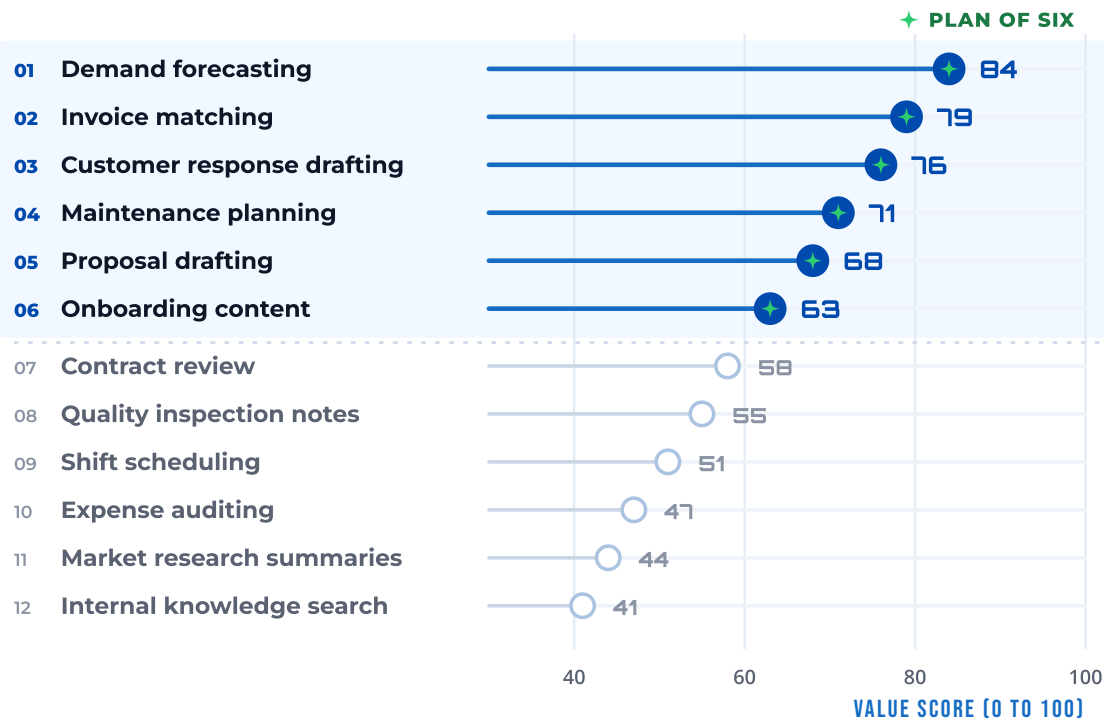
The open door. A public two-minute AI Cyber Risk check gives any leader an exposure band. No signup.
app.aivros.ai/ai-cyber-risk

08 WHERE IS THE VALUE? · THE SCAN

Ask everyone where the value is. Give every lever a Value Score.

EVERY LEVER, ONE VALUE SCORE

ILLUSTRATIVE



A whole-organisation scan: your own people surface the value, and every lever gets a Value Score with its evidence behind it.

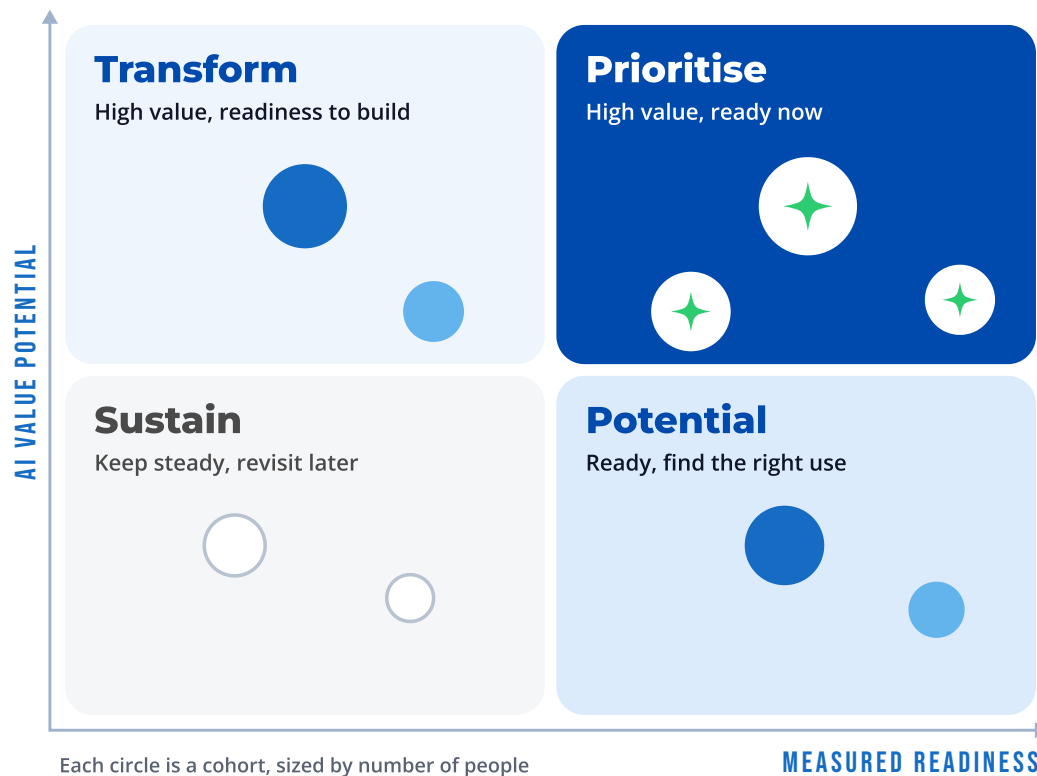
- 1 Levers**
A governed vocabulary of value, the same for every team.
- 2 Evidence**
Your people score each lever from their own work.
- 3 Plan of Six**
Six initiatives now, the rest queued for the next wave.
- 4 Matrix**
Each lever placed against measured readiness.

**Ask everyone. Measure everything.
Choose six.**

09 WHERE IS THE VALUE? · THE OPPORTUNITY MATRIX

Where readiness meets value, **you move first.**

ILLUSTRATIVE

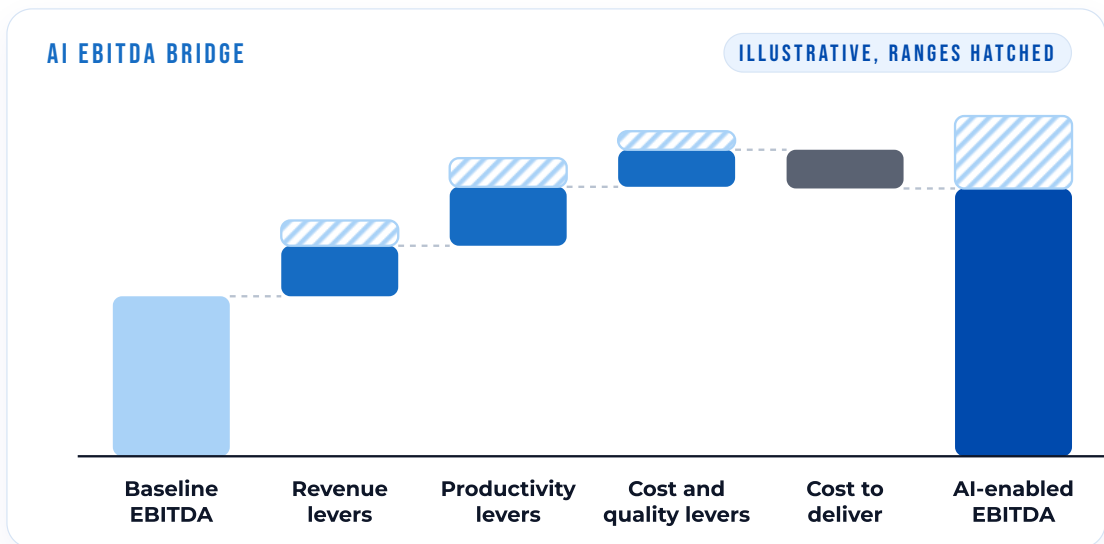


- **Prioritise**
High value, ready now. Fund these first: the teams can adopt and the value is there.
- **Transform**
High value, readiness to build. Develop the people, then move. The heat map shows exactly where.
- **Potential**
Ready, find the right use. Point ready teams at stronger value levers.
- **Sustain**
Keep steady, revisit later. Re-measure next wave and watch for movement.

Cohort by cohort. No black-box ranking: a matrix your leadership can read and question.

10 WHERE IS THE VALUE? · AI ECONOMICS

From use case to EBITDA, with the working shown.



Cost to deliver

Licences, build effort, change and training, in one view.

Expected return

The value lever it moves, grounded in your data.

Time to value

When the benefit lands, so the plan can be sequenced.

Readiness risk

Adjusted for how ready the owning team actually is.

THE TECHNICAL CALL, MADE ON EVIDENCE

Build, buy or hybrid

● **Buy**

The capability is common and speed matters. Lower upfront cost, less control.

● **Build**

The use case is core to how you win, and your technical depth can carry it.

● **Hybrid**

Buy the platform, build the layer that differentiates. Often the pragmatic answer.

11 LEADERSHIP · EVERYONE AT THE TABLE

Everyone at the table. One evidence base.

CFO

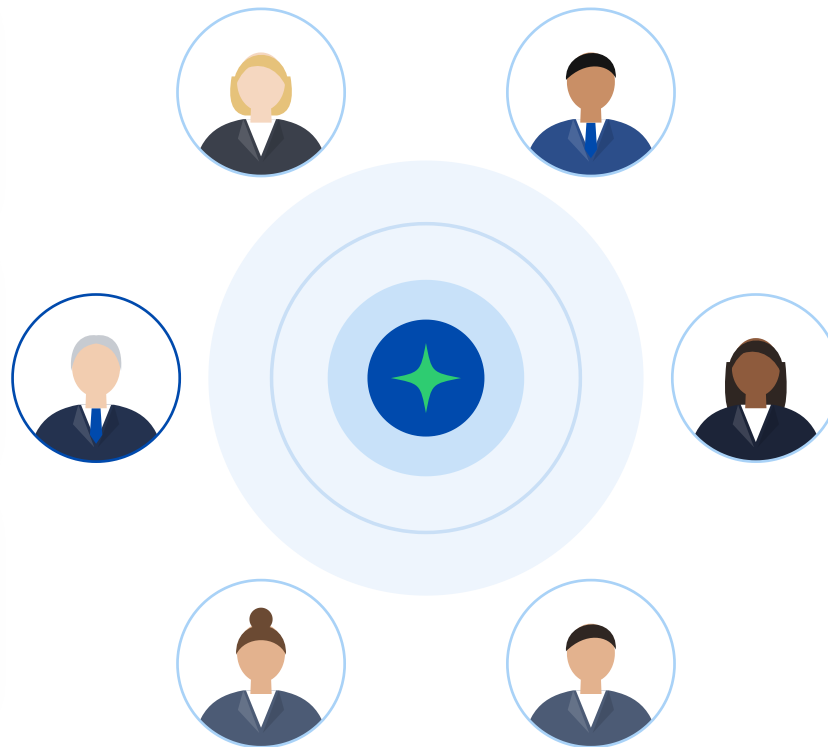
A financial case in ranges, with an EBITDA bridge the board can follow.

CEO

Know where AI money should go first, and why, on one page of evidence.

HR and people leaders

Inclusive readiness, champions and development priorities, people first.



CIO and CISO

Data and systems readiness, safe use, and the build, buy or hybrid call.

P&L leaders

The use cases worth funding in their unit, ranked on value and readiness.

Plant and operations leaders

Which crews and teams are ready, and where AI can take on routine work.

12 TRUST

Where to invest. **Never** who to blame.

● Private by architecture

Cohorts under five are masked in the query itself, not hidden in the interface. Personal results stay with the person.

● Explainable by design

Every number traces back to a named instrument. No black-box scores, no opinion dressed as data.

● Consent-based access

Advisers and partners enter a workspace only when the client authorises them. Access is scoped, logged and revocable.

● People first, always

Growth, not judgement. People-first language is enforced in automated tests: the architecture that lets HR and works councils say yes.

COHORT SIZES, MASKED BELOW FIVE

ILLUSTRATIVE

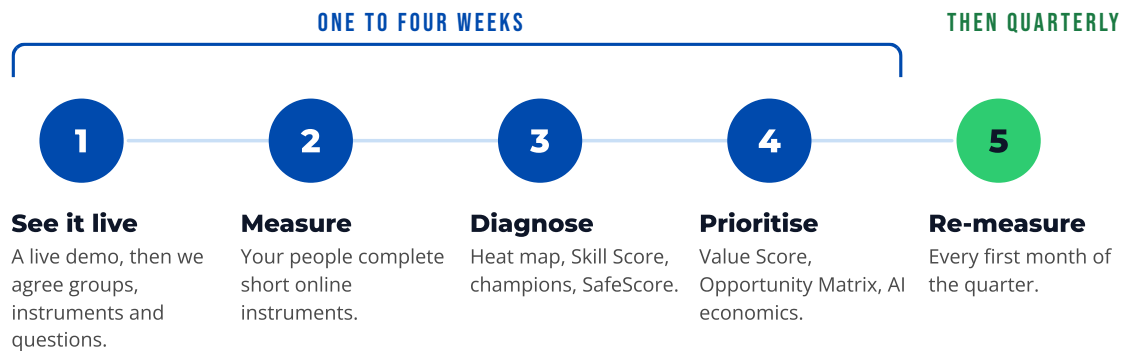
14	9		22	7
11		18	6	
12	8	16	10	5
13		9	21	15

 Cohort shown, number of people  Under five, masked

AIVROs does not claim external certifications it does not hold. SOC 2 and GDPR alignment are active priorities on the roadmap. Interface in English and French.

13 TIMING AND NEXT STEP

Answers in weeks. Progress every quarter.

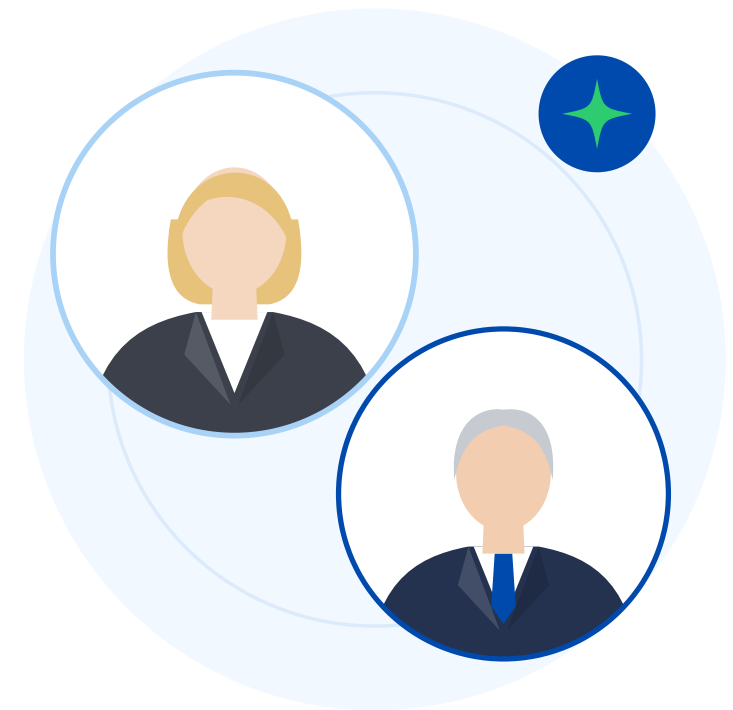


Your first readiness map, champion bench and value picture land in one to four weeks, not months. A one-year subscription then re-measures every quarter, four waves a year.

Book a 45-minute demo.

On Zoom or Microsoft Teams. We walk through the two questions with you and scope a first wave.

app.aivros.ai info@skillement.ai



 **AIVROs.ai**
Powered by Skillement.ai

© 2026 Skillement. All rights reserved.