

AIVROs READINESS, MEASURED

Readiness you can see, score and prove.

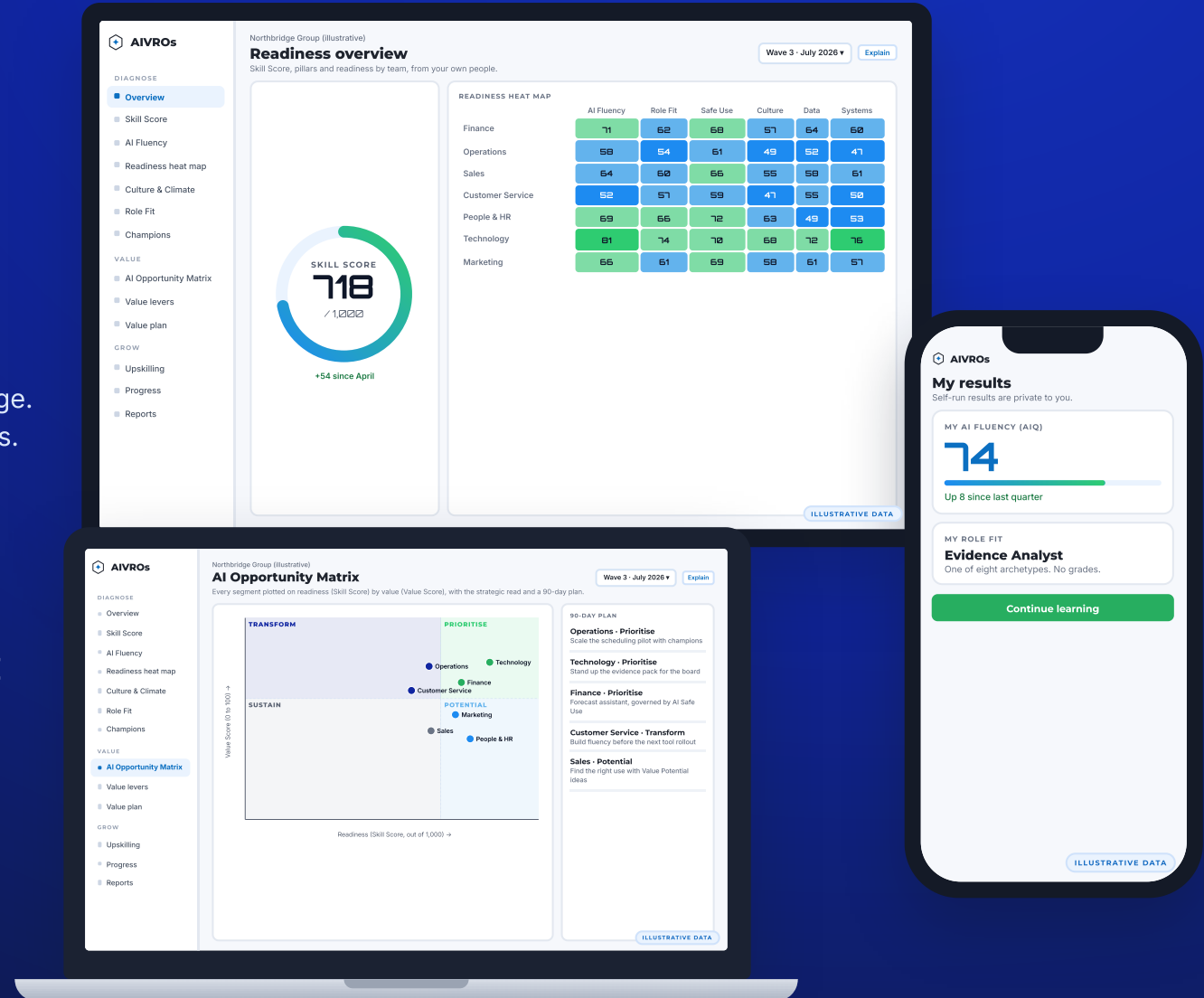
Eight proprietary instruments, one Skill Score out of 1,000, and a quarterly time-lapse that shows the change. Measured from your own people, in weeks, not months.

DONE IN WEEKS (ONE TO FOUR), NOT MONTHS

ONE-YEAR SUBSCRIPTION · QUARTERLY RE-MEASUREMENT



POWERED BY



App screens recreated from the AIVROs platform. All data shown is fictional and illustrative.

WHY IT IS DIFFERENT

Not a survey. Not a maturity questionnaire. Instruments.

Most readiness reviews ask leaders how ready they feel. AIVROs measures your people with eight proprietary instruments and puts the results on one scale.

THE BOARD ASKS THREE QUESTIONS

- 1 Are our people actually ready, or just licensed?
- 2 Is our AI use safe, or happening in the shadows?
- 3 Is any of this producing value we can show?

AI Fluency (AIQ)

Can your people put AI to work? Thirty questions drawn fresh from a 621-item bank.

AI Role Fit

The kind of AI work each person is built for. Eight archetypes, no grades.

AI Role Horizon

Where AI can assist each role's routine work, task by task. Never a risk score.

AI Value Potential

Where your own people see value worth chasing.

AI Technical Knowledge

Who can build and govern it, from a 275-item technical bank.

Culture & Climate

Does the organisation let them? About the workplace, never the person.

Champion Role Affinity

How each champion drives change, and who complements whom.

AI Safe Use

The human layer of AI security: shadow AI, habits, judgement.

VERSIONED BANKS

RANDOMISED DRAWS

SCORED SERVER-SIDE

INTEGRITY-AUDITED

ABOUT 900 EXAM ITEMS

Nothing is opinion. Every number traces back to an instrument.



THE READINESS PICTURE

Six lenses. One measured picture.

People readiness sits next to the conditions around them: culture, safe use, data and systems. You see readiness team by team, not as one headline number.

■ People

Skill Score: the organisation-wide blend of leadership, AI Fluency and motivation.

■ Roles

The kind of AI work each person is built for, and where AI can assist each role.

■ Culture and safe use

Whether the organisation lets people use AI, and whether they use it safely.

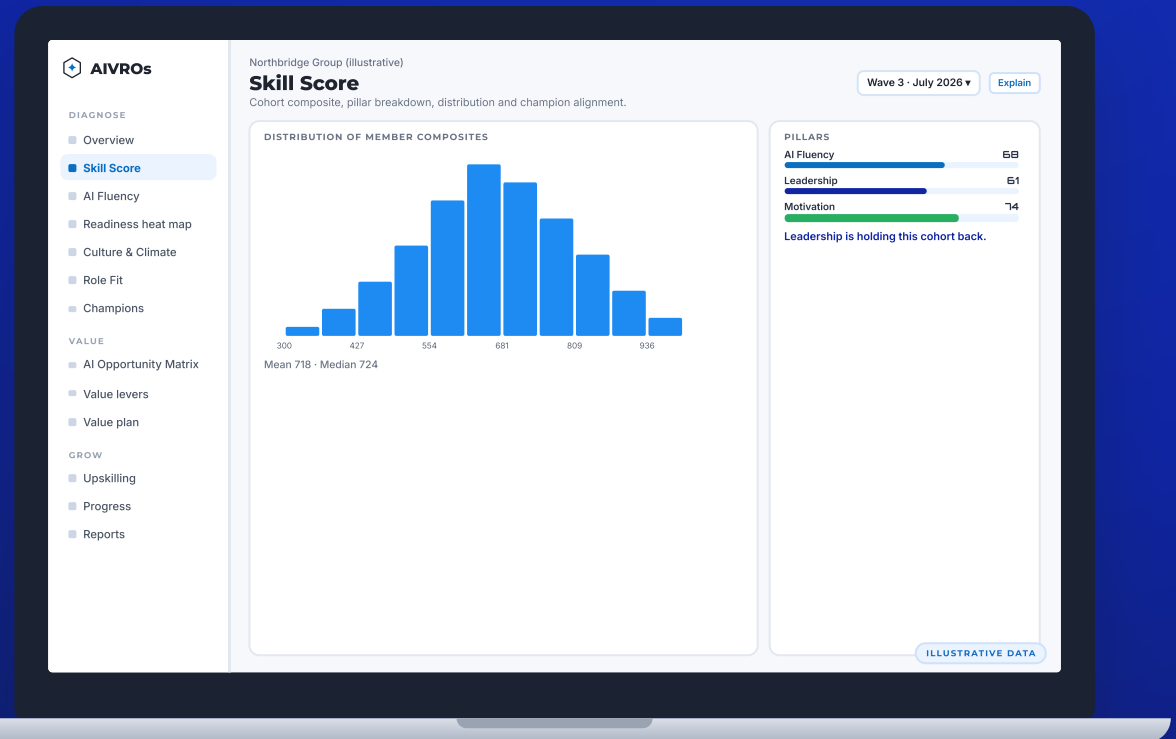
■ Data and systems

Data Readiness and Stack Bridge show quality, fit and change effort.

SKILL SCORE, OUT OF 1,000

The organisation-wide readiness number.

Skill Score blends three pillars across the whole organisation: leadership, AI Fluency and motivation. One number for the board, with the pillar that holds each team back named underneath.



Recreated Skill Score view. Fictional data, illustrative only.

THE THREE PILLARS

Leadership

Seniority-weighted, so the people who set direction count for more.

AI Fluency

From AI Fluency (AIQ) results: practical AI understanding.

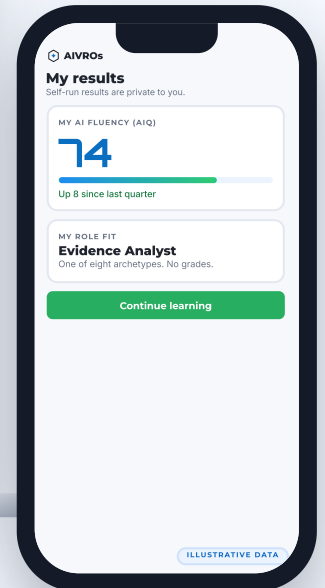
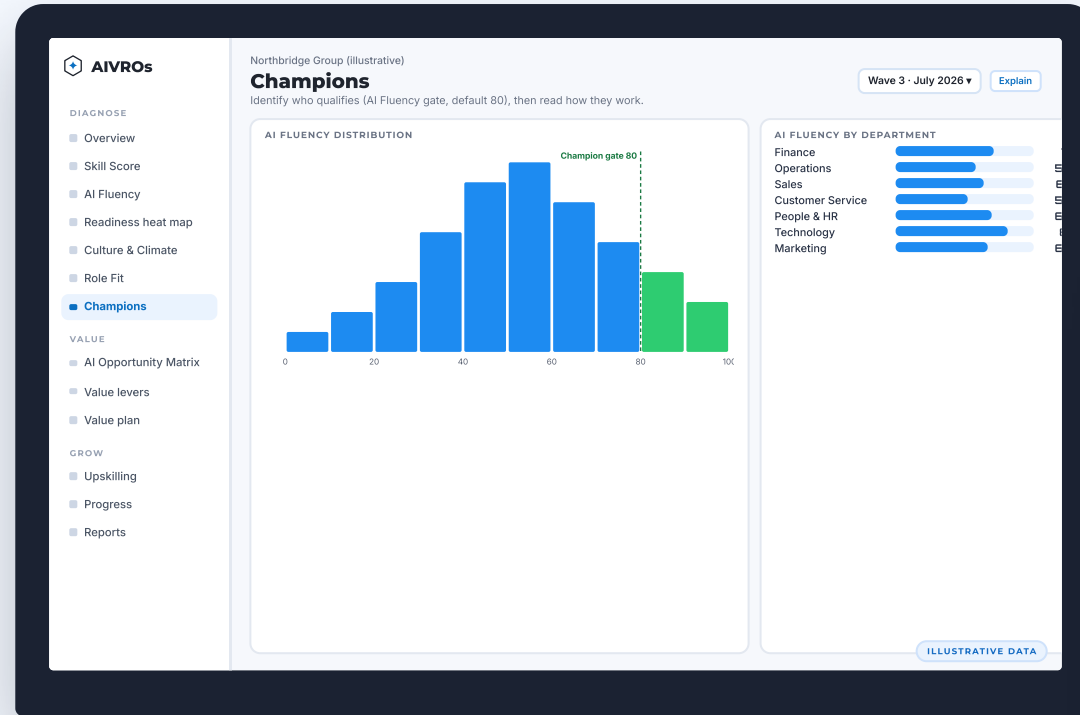
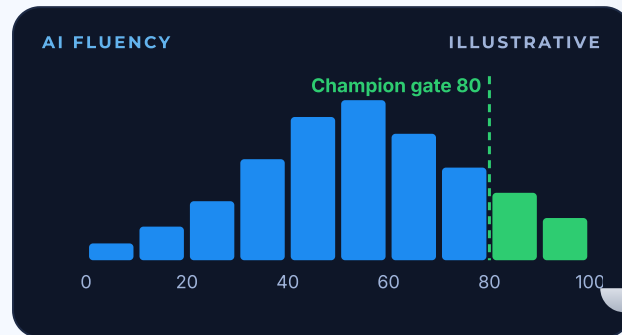
Motivation

From sentiment readings: the will to use AI, not just the skill.

AI FLUENCY

Can your people put AI to work?

Thirty questions drawn fresh from a 621-item bank, scored server-side. AI Fluency (AIQ) shows practical understanding, team by team, and identifies your champions from measured results rather than opinion.



Recreated Champions and member views. Gate shown at the platform default of 80. Fictional data, illustrative only.

Fresh draws

Randomised from versioned banks, so results are hard to game.

Champions from evidence

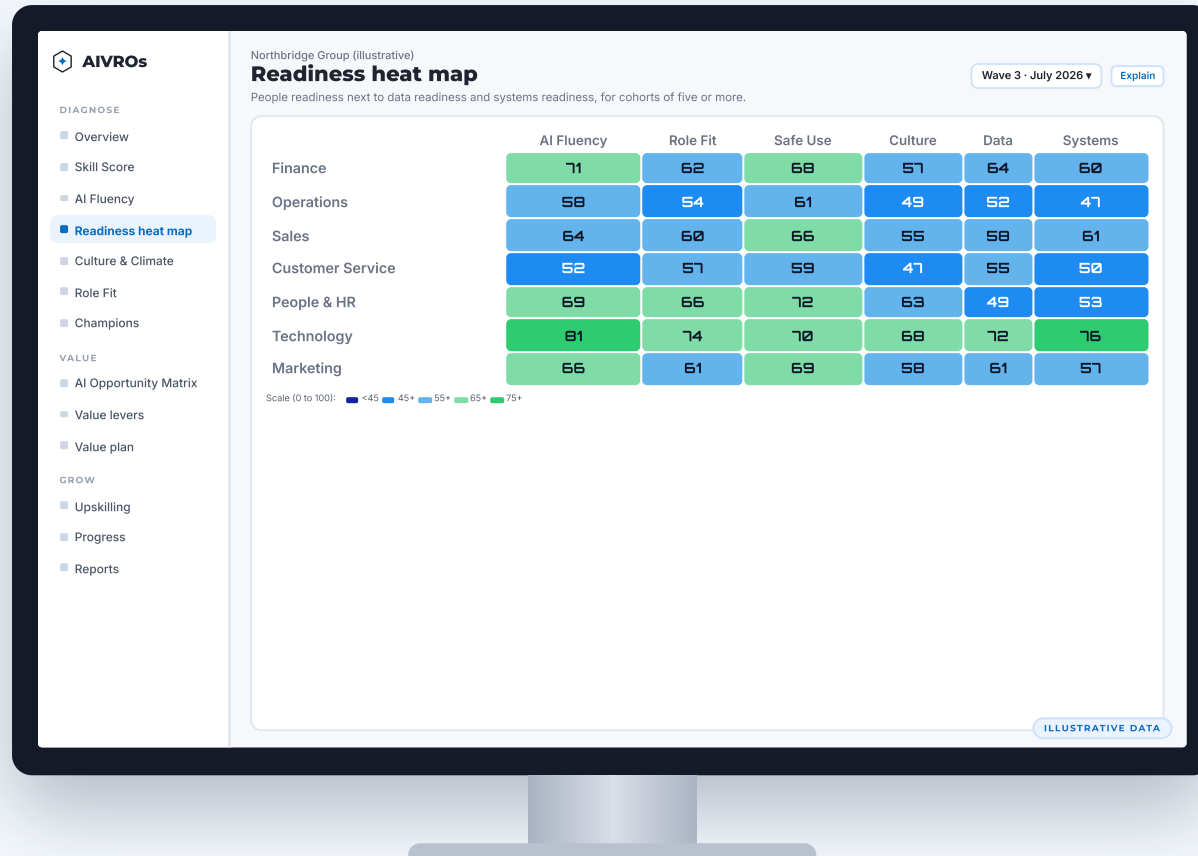
Who qualifies is measured, then Champion Role Affinity shows how they work.

Private to the person

Self-run results are structurally invisible to any employer.

READINESS HEAT MAP

Readiness team by team, not one headline number.



Recreated heat map. Fictional teams and scores, illustrative only.

One grid shows where people, culture, safe use, data and systems are ready, and where they are not. Leadership sees where to invest first.

READING THIS EXAMPLE

- Technology is ready across the board.
- People & HR has strong people readiness but data readiness lags.
- Customer Service needs culture and fluency work before new tools.

PRIVACY BY DESIGN

Nothing is shown for a group of fewer than five people. The rule is enforced in the database queries, not just hidden on screen.

WHAT THE COLUMNS MEAN

People readiness

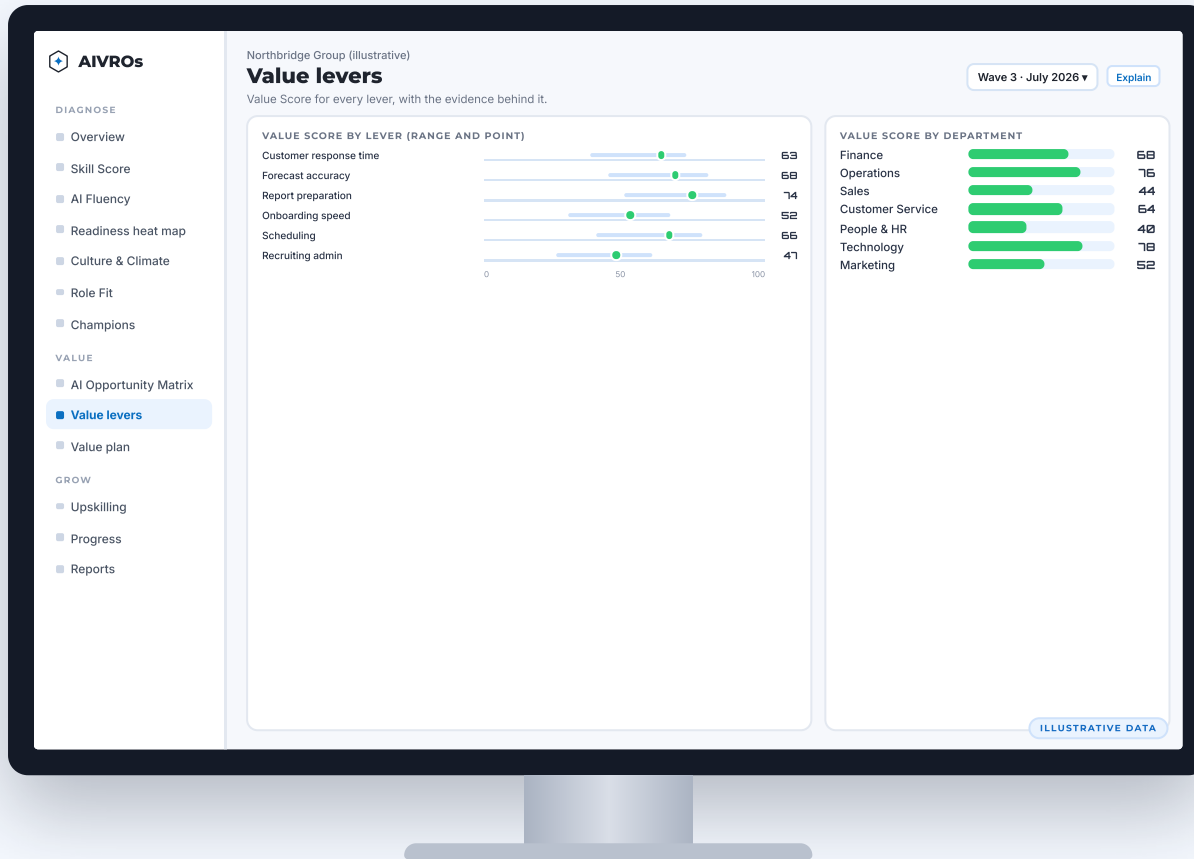
AI Fluency, Role Fit and AI Safe Use from your people.

Organisation readiness

Culture & Climate: whether the workplace lets people use AI.

Data and systems

Data Readiness and Stack Bridge alongside, on the same grid.



Recreated Value levers view. Levers and scores fictional, illustrative only.

VALUE SCORE

Where your own people see value worth chasing.

AI Value Potential turns your people's knowledge of the work into a Value Score from 0 to 100 for every lever and team, with the evidence behind it.



WHY IT MATTERS

Your people know the work

Value ideas come from the people who do the work every day.

Evidence behind every lever

Each Value Score shows what it is built from.

Feeds the matrix

Value Score is the vertical axis of the AI Opportunity Matrix.

OPPORTUNITY MATRIX

ILLUSTRATIVE



AI OPPORTUNITY MATRIX

Readiness by value. What to do now, next and later.

Every team is plotted on Skill Score against Value Score. No black box ranking: priorities sit on a matrix your leadership can read and question, with a 90-day plan for each.

Prioritise

High value, ready now.

Transform

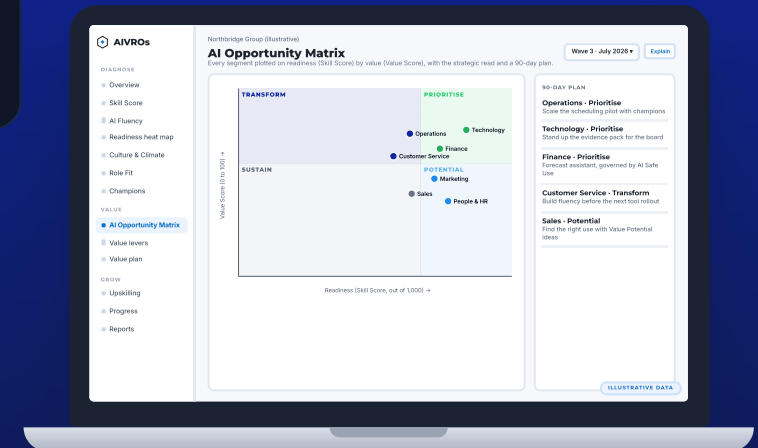
High value, readiness to build.

Potential

Ready, find the right use.

Sustain

Keep steady, revisit later.



THE CONDITIONS AROUND YOUR PEOPLE

Skill is half the story. Culture and safe use decide the rest.



Recreated Culture & Climate and AI Safe Use views. Fictional data and survey item, illustrative only.

Culture & Climate

Asks about the workplace, never rates the person.

AI Safe Use

One designed survey of 28 items, about fifteen minutes. No agents, no connectors, no telemetry. The workforce is the only sensor that sees shadow AI.

Champions

Identified from measured results, then profiled for how they drive change.

WHY CONDITIONS MATTER

Culture decides adoption

People use AI where the workplace lets them. Culture & Climate shows where it does.

Safe use is human

Shadow AI is a behaviour, so it is measured through people, not systems.

Champions lead from inside

Measured champions carry adoption team by team.

QUARTERLY RE-MEASUREMENT TIME-LAPSE

Watch readiness move, quarter by quarter.

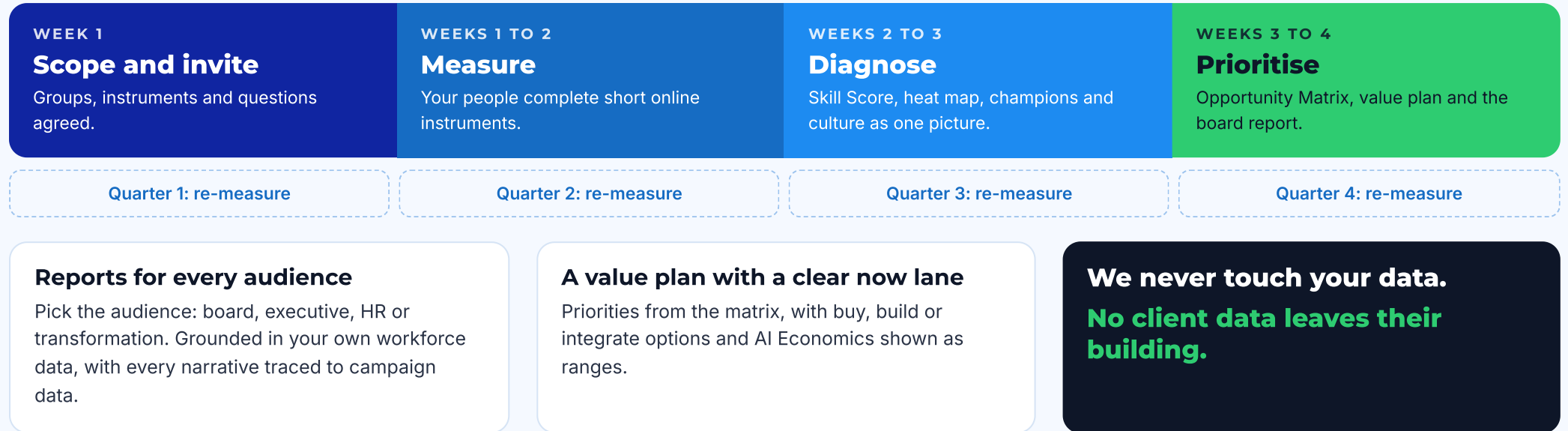
A one-year subscription with quarterly re-measurement. Each wave is compared like for like against your own baseline, so progress is proven, not assumed.



Each dot is a team moving across the Opportunity Matrix. Fictional values, illustrative only.

FROM MEASUREMENT TO THE BOARD

Done in weeks (one to four), not months. Then proven every quarter.



Indicative sequence within the one-to-four-week window; scope is agreed with you. AIVROs does not claim external certifications it does not hold.

WHO IT IS FOR

One measured picture, read by everyone who decides.

CEOs and owners

Know where AI money should go first, and why.

CFOs and boards

A financial case in ranges, with an EBITDA bridge.

HR and people leaders

Inclusive readiness, champions and development priorities.

CIOs and CISOs

Data and systems readiness, safe use, buy, build or integrate.

Investors and groups

A consistent readiness and value view across companies.

Transformation teams

One evidence base for every AI decision.

Readiness includes everyone. AIVROs measures the whole organisation, so every team is seen and every team has a path forward.

Get in touch or book a demo.

See your readiness measured, live, on questions that matter to you.

info@skillement.ai

POWERED BY



App screens are recreated for illustration. All organisations and figures shown are fictional.