1. Record Nr. UNINA9911040928403321 Autore Chopra Deepika Titolo Move First, Align Fast: Frameworks and Scorecards for Human-Al Alignment Pubbl/distr/stampa Newark: ,: John Wiley & Sons, Incorporated, , 2025 ©2026 **ISBN** 1-394-40675-4 1-394-39254-0 Edizione [1st ed.] Descrizione fisica 1 online resource (231 pages) Disciplina 658.4/038 Soggetti Artificial intelligence - Management Lingua di pubblicazione Inglese **Formato** Materiale a stampa

Monografia

Nota di contenuto

Livello bibliografico

Cover -- Title Page -- Copyright Page -- Contents -- Author's Note: Why Three Forewords -- Foreword: By Murli Buluswar, Head of US Consumer Analytics, Citi -- Foreword: By Mike Brady, Chief Technology Officer at a Financial Services Firm -- Foreword: By Dayton Semerjian, Former Chief Customer Care Officer, LPL Financial -- Preface --Introduction: The Human Imperative in the Age of AI -- The Trillion-Dollar Misalignment -- Why Smart Companies Make This Mistake --The Immutable Law of Al Transformation -- The Pattern Recognition --Anatomy of Failures: Five Critical Patterns -- The Executive Imperative: Role-Specific Alignment -- The Competitive Watershed Moment -- Our Proposition: A Complete Human-Al Alignment System -- Traditional vs. Human-Al Alignment Readiness -- The Compound Advantage -- How to Use This Book -- Framework Status -- Data and Examples --Intended Application -- Who This Book Is For -- Your Next Step --Notes -- Part I The Gap -- Chapter 1 Culture Eats Strategy for Breakfast and Transformation for Lunch -- The Cultural Operating System -- The Four Layers of Cultural Resistance to AI -- The Invisible Barriers -- The Microsecond Cultural Download -- Cultural Telemetry: The Signals Most Organizations Miss -- The Cultural Multiplier Effect: Why the Same Al Produces Different Results -- The Three Patterns of Al Transformation Failure -- The Cultural AI Readiness Assessment --Chapter 2 Execution Theater: Why Tools Alone Don't Deliver --

People Resist Smart Systems -- Moving Forward: From Theater to Transformation -- Notes and References -- Chapter 3 The Misalignment Spiral: How Resistance Becomes Risk -- Executive Summary -- The Psychology Behind the Spiral: Digital Discomfort. The Five Stages of the Misalignment Spiral -- Business Impact Assessment -- Early Detection: The HAAS™ Preview -- Breaking the Spiral: Recovery Strategies -- The Five-Step Recovery Protocol --Moving Forward: From Spiral Recognition to System Design --References -- Notes -- Part II The ACT Framework -- Chapter 4 Align: Creating Mindset, Clarity, and Conviction -- Why Alignment Comes First -- The Alignment Equation: Making Belief Measurable -- The Conviction Loop: From Belief to Business Value -- The Conviction Loop: From Belief to Business Value -- The ACT+M™ Alignment Radar: Visualizing Organizational Readiness -- The 10 Alignment Friction Questions -- Implementation Guide: Building Your Alignment Foundation -- Measuring Alignment Success -- Common Alignment Pitfalls and Prevention -- Chapter 5 Cultivate: Building Skills, Literacy, and Trust -- Why Literacy Isn't Readiness -- The Four Types of Trust Velocity Barriers -- The Trust Velocity Tracker -- The Four-Tier Learning Framework: Beyond Basic Al Literacy -- Cultivate Through Communities: Scaling Trust via Al Champions -- 90-Day Cultivation Sprint: Accelerated Trust Building -- Chapter 6 Transform: Embedding Al into the Org's DNA -- What True Transformation Looks Like -- The Human-Al Operating Map -- The Al Escalation Protocol: When Human-Al Conflicts Arise -- The Al Rituals Catalog: Making Al Invisible Through Habit -- The Transformation Readiness Compass --Transform Implementation Roadmap -- Measuring Transform Success -- Common Transform Pitfalls and Prevention -- The Competitive Moat of True Transformation -- Part III Scorecards That Scale Trust: The ACT+M™ and HAAS™ Measurement Systems -- Chapter 7 ACT+M™: Measuring Leadership Readiness -- Why Traditional Readiness Assessments Miss the Mark -- The ACT+M™ Framework: Four Dimensions of Transformation Readiness. The ACT+M™ Maturity Bands: From Emerging to Embedded -- The ACT+M™ Heatmap: Visualizing Readiness Patterns -- ACT+M™ Assessment Methodology: Measuring What Matters -- Boardroom Dashboard: Reading Alignment Signals Before Scale -- Using ACT+M™ in Quarterly Business Reviews and OKR Planning -- Industry Benchmarking and Competitive Intelligence -- Implementation Roadmap: Deploying ACT+M™ Assessment -- Chapter 8 HAAS™: The Human-Al Alignment Score -- Why Usage Metrics Miss Trust Signals --The HAAS™ Framework: Five Dimensions of Human-Al Alignment --The HAAS™ Interview Protocol: 12 Questions That Reveal Trust Patterns -- HAAS™ vs. Adoption Delta: The Gap That Predicts Performance --The HAAS™ Watchtower: Signal Tracking Over Time -- HAAS™ Implementation: From Individual Assessment to Team Intelligence --Five Trust Indicators Every CHRO Should Monitor Weekly -- HAAS™ Measurement Protocols: Systematic Trust Intelligence -- Advanced HAAS™ Applications: Predictive Intelligence for Competitive Advantage -- Chapter 9 CFO Metrics for Human-Centric Transformation -- The Executive ROI Case for Human-Al Alignment -- Why Traditional ROI Models Miss Alignment Costs -- Three Financial Metrics That Make Alignment Visible -- Bridging Human Metrics to Financial Performance -- Five Alignment Metrics That Belong in Every Al Business Case --Board Presentation Templates: Making Alignment Boardroom-Ready --CFO Dashboard Specifications: Real-Time Alignment Intelligence --

Technical vs. Organizational Readiness Timeline -- The Five Scenes of Execution Theater -- Understanding Adaptive Responses: Why Smart

Implementation Roadmap: From Metrics to Competitive Advantage --Part III Summary: From Measurement to Mastery -- Key Insights from Part III -- Framework Quick Reference: ACT vs. ACT+M™ vs. HAAS™ -- Implementation Success Factors -- Part IV The Alignment Playbook: From Frameworks to Practice: Building Alignment at Any Scale -- Chapter 10 Alignment at Any Scale: From Startup to Enterprise. Why One-Size-Fits-All Alignment Fails -- Growth-Stage Alignment Playbook: Systematizing Success -- Enterprise Alignment Playbook: Transformation at Scale -- Find Your Starting Line: Scale-Appropriate Alignment Diagnostic -- Strategic Inflection Points: When Alignment Architecture Must Evolve -- Chapter 11 Rituals, Retros, and Realignment -- Why Alignment Decays Without Systematic Maintenance -- The Five Core Alignment Rituals -- Stop Performing, Start Realigning: Moving Beyond Transformation Theater -- Ritual Health Scan: Assessing Your Alignment Maintenance System -- Chapter 12 Build Your ACT+M™ Score in 30 Days -- Why 30-Day Sprints Create Sustainable Alignment -- Week-by-Week Implementation Guide --ACT+M[™] Sprint Canvas: Implementation Template -- Chapter 13 Leading the Alignment Era -- Repositioning Alignment as Strategy Infrastructure -- Boardroom or Bust: The Future of Executive Governance -- Executive Development for Alignment-Native Leadership -- Composite Case: CEO Transformation-Starting with Trust, Not Technology -- Join the Alignment Movement: Building the Future Together -- Chapter 14 The Conviction Curve™-Leading for Belief -- Understanding the Conviction Curve™: From Compliance to Advocacy -- The Three Levels of Conviction: Assessment and Development -- The Conviction Curve™ Implementation Framework --What's At Stake: The Consequence Framework for Organizational Alignment -- The Alignment Era: Competitive Advantage Through Superior Human-Al Collaboration -- Alignment as the Defining Strategic Capability of the Next Decade -- Your Alignment Advantage Action Plan -- Conclusion: Leading with Alignment in the Age of AI --Appendix A: Notes on Methodology, Data Integrity, and AI Collaboration -- Appendix B: Executive Alignment Toolkit -- Appendix C: Quick-Start Implementation Guide -- Glossary -- About the Author -- Acknowledgments -- EULA.

Sommario/riassunto

A start-to-finish manual for aligning your organization's teams with the latest AI technologies In Move First, Alig n Fast: Frameworks and Scorecards for Human-AI Alignment, seasoned technology and transformation leader Deepika Chopra delivers a comprehensive toolkit and guide for the people side of AI implementation.