

# Wever Advisory

Guidance for Leaders and Organizations Navigating AI-Era Change, Trust, and Human Complexity

## PRACTICAL RESOURCE

# Executive Readiness Questions For AI Change

A focused set of questions leaders can use to assess whether they are preparing the human system, not just the technical plan.

**By David H. Wever**

Before asking whether an AI initiative is technically ready, leaders should ask whether the organization is humanly ready. Technical movement without human readiness often creates adoption that looks successful on paper but remains brittle in practice.

Start with these questions: What fears are active in the organization that have not been named clearly? Where is role uncertainty highest? What assumptions are leaders making about speed, trust, and readiness that may not be shared by the wider system? Where are people complying without genuine buy-in?

Then ask a second layer of questions: Have we explained not only what is changing, but why? Have we made room for honest uncertainty and dissent? Are we preserving dignity and clarity as roles evolve? Are leaders aligned enough to communicate with consistency and credibility?

Executive readiness is not about projecting confidence at all costs. It is about building enough clarity, steadiness, and trust that change can actually take hold without quietly destabilizing the people expected to carry it.

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