



Engaging Solutions

# PASA READINESS SNAPSHOT

A short leadership reflection  
before AI or system change

This reflection is designed for leaders who are exploring AI or major system change and want to pause before committing. It is not an assessment or scorecard. There are no right answers.

The purpose is to help leadership teams surface readiness questions early – before tools, vendors, or timelines take over the conversation.

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# HOW TO USE THIS SNAPSHOT

- ✓ Leaders complete individually, then compare perspectives as a leadership group
- ✓ Focus on clarity, not consensus
- ✓ Notice where confidence is strong and where it feels fragile

Allow around 10 – 15 minutes.

## Leadership Reflection Questions

### 1. Purpose & Intent

- Are we clear on why we are considering AI or system change beyond efficiency or pressure to keep up?
- Can we articulate the intended value for both the organisation and our people?

### 2. Leadership Alignment

- Do our senior leaders share a common understanding of the direction and pace of change?
- Where might unspoken assumptions or differing expectations exist?

### 3. Organisational Stability

- Are teams currently steady enough to absorb change?
- What existing pressures or fatigue might influence how teams experience the transition?

## 4. Role Impact Awareness

- Do we have early visibility of which roles may change — and how?
- Have we considered what must remain distinctly human?

## 5. Capability & Confidence

- Are leaders confident in guiding people through uncertainty?
- Where might additional support or clarity be needed?

## 6. Governance & Risk

- Are decision rights, accountability, and ethical boundaries clear?
- Do we know who will pause or redirect if impacts emerge?

## 7. Readiness to Decide

- Based on today's reflections, are we ready to:
  - proceed,
  - pause,
  - or seek further clarity before committing?

# WHAT THIS SNAPSHOT IS (AND ISN'T)

## THIS SNAPSHOT IS:

- a sense-making tool
- a leadership conversation starter
- a way to surface risk without alarm

## THIS SNAPSHOT IS NOT:

- a technical assessment
- a maturity score
- a commitment to proceed

## NEXT STEP (OPTIONAL)

If this reflection has raised questions or highlighted areas of fragility, you may wish to explore a **PASA Readiness engagement**, which supports leadership teams to build shared confidence and decision-readiness before system change.

*A complimentary Leadership Discovery Conversation is available to explore fit.*

## ABOUT PASA

The PASA Frameworks support people-centred AI and system adoption through four stages:

**Readiness → Clarity → Momentum → Evolution**

**Contact Rowena Slattery MBA FCPHR for your next steps.**



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