

AI Leadership Maturity Model

4 Stages from Tool User to Strategic Leader

Needs to Act On in 2026

3% of leaders are "highly prepared" to lead AI adoption in their organization. *(Source: ManpowerGroup Talent Solutions, 2026)*

Find Your AI Leadership Level, and the One Move That Gets You to the Next One.

Tool User

01

Signal: Uses AI. Decisions unchanged.
83% of CEOs say AI success depends more on people's adoption than on the technology itself.

Source: IBM Institute for Business Value, 2026 CEO Study

The Shift: Let AI overrule one instinct this month.



02

Tool Amplifier

What's happening: Mandates AI. Never measures it.
6% of executives call workforce enablement an essential AI-era skill.

Source: Grant Thornton, 2026 AI Impact Survey

The shift: Ask one direct report what they'd decide differently.



Tool Strategist

03

What's happening: Reverses a call because the data said so.
64% of CEOs are comfortable making major strategic decisions based on AI-generated input.

Source: IBM Institute for Business Value, 2026 CEO Study

The shift: Build one AI-informed reversal into every quarterly review.



04

Strategic Leader

What's happening: Redesigns roles around AI capability.
77% of CEOs say talent and technology leadership roles are converging.

Source: IBM Institute for Business Value, 2026 CEO Study

The shift: Bet on new value AI makes possible, not just what it lets you cut.



Where most stall

Stage two is safe. Stage three means being wrong out loud, to your own team.

Stage 2 → 3 is where enterprises see the biggest jump in financial performance. **62%** of enterprises surveyed hadn't gotten there yet. (MIT CISR, "Building Enterprise AI Maturity")

What closes the gap

4x — Fully integrated AI orgs are nearly **4x** more likely to report AI-driven revenue growth than those still piloting (**58% vs. 15%**).

Source: Grant Thornton, 2026 AI Impact Survey

Leadership development builds this. Tool training doesn't.

Which stage are you actually at, and what will you decide differently this quarter? Reaching stage four doesn't mean you stop testing. It means you never stop.

AI-era leadership is built one decision at a time. That's the work we do.

Let's Talk