

ENGAGEMENT DIAGNOSTIC

VisionVolve — Internal

Greenfield archetype · single-market · generated 2026-09-02

GREENFIELD

BEHIND TYPICAL

4 CRIT/LARGE VAR

What is at stake

Engagement state evaluated against 19 engagement-killer patterns and methodology benchmarks for an Greenfield archetype.

Outside-in benchmark verdict

At week 12 (M3), this engagement is behind typical for an Greenfield archetype. First wave of mechanisms stood up; AI function visible.

METRIC	ACTUAL	EXPECTED (MIN-TARGET-MAX)	STATUS
L1 authorities granted	24	18–24–30	Ahead of typical
L3 mechanisms stood up	0	6–10–14	Behind typical
Peers named + active	0	4–6–8	Behind typical

CONSTRAINT BREACHES AT THIS MILESTONE

- Active obstacles: 7 (max for milestone: 3)

Aggregate impact at risk

If unresolved, 7 active obstacles cumulatively introduce 26–64 weeks of delay with illustrative € exposure of €1.2M–€4.0M across 5 measured obstacles.

4 obstacle(s) carry CRITICAL or LARGE engagement-value-at-risk.

Configuration shape

L0 — engagement-level configuration

ARCHETYPE	Greenfield
INTERNAL AI LEAD STATE	None — no internal AI lead exists
BOARD STATE	Aware
MULTI-MARKET	No

People — already engaged (0)

People — named, not yet engaged (12)

CEO (CEO) — no context

CFO (CFO) — no context

CIO (CIO) — no context

CMCO (CMCO) — no context

CSCO (CSCO) — no context

HeadMA (HeadMA) — no context

HeadOfAI (HeadOfAI) — no context

CRO (CRO) — no context

QMHead (QMHead) — no context

DPO (DPO) — no context

ExternalChampion (ExternalChampion) — no context

PEOperatingPartner (PEOperatingPartner) — no context

3. ACTIVE OBSTACLES

Engagement-killer patterns currently firing

7 obstacle(s) are active. Each shows the conditions firing and the recovery path. Severity is calibrated for the Greenfield archetype.

0-003 Risk Function Disengaged

HIGH

Regulated profile but CRO/DPO not integrated; risk classification skipped

8–16 wk delay · LARGE VaR · compliance / relationship / schedule · €250K–€750K

Recovery actions

- Force trigger via L1-124 (veto) on next initiative requiring classification
- Surface to L1 escalation
- Direct to L3-319 for regulated industries

0-001 Pipeline Stall at Gate 2

MED

Initiatives accumulate at Pilot-Validated; Scale decisions don't happen

4–8 wk delay · MEDIUM VaR · schedule / cost / scope · €100K–€300K

Recovery actions

- Negotiate L1-108 mid-engagement
- Escalate to L3-318 (Exec sponsor)
- Document scoping limitation if irrecoverable

0-010 Heavy-Gate Decision Drift

MED

Forums standing but not deciding; gates become advisory; portfolio prioritization becomes politics

4–12 wk delay · LARGE VaR · schedule / quality · €200K–€600K

Recovery actions

- Reassert L1-101/L1-102 chair authority
- Time-boxed decision protocol (each PC closes e 1 decision)
- Escalate to L3-318 if blocked

0-015 Vendor Stack Fragmentation

MED

Multiple AI vendors deployed independently across functions; no unified ops layer; integration debt compounds; vendor lock-in by component

Recovery actions

- Force unified AI ops layer ownership under CIO
- Establish vendor portfolio review at AI Council

- Document integration interfaces in BDN

0-022 AI Act Compliance Stalled

MED

Regulated organization approaching EU AI Act deadline; high-risk AI inventory not catalogued, conformity assessment not staffed; engagement timeline collides with compliance deadline

4–12 wk delay · CRITICAL VaR · compliance / schedule / cost · €500K–€2M

Recovery actions

- Stand up L3-329 conformity assessment process immediately
- Inventory all customer-facing + decision-support AI systems within 30 days
- Assign explicit owner (typically GC + CIO + named AI Lead jointly)

0-008 VV Commercial Capture

LOW

Recusal protocol breached; Partner advocates for VV scope expansion; ethics violation

0–4 wk delay · CRITICAL VaR · relationship / scope

Recovery actions

- Reset recusal explicitly with client commercial counterpart
 - Document case in conflict log
 - Replace Partner in extreme cases
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What to do — top 2 ranked actions

Rule-based recommendations derived from current state. Higher rank = higher priority × leverage.

1 Pre-stage 30-min CEO briefing before M0

Sponsor is not actively driving (Board state = Aware). M0 will not get the air cover it needs unless the CEO arrives pre-aligned on what is at stake.

When: Before M0 · Who: AR · Resolves: O-013

Evidence: L0.board_state = Aware · O-013 latent / inactive

2 Engage 5 named-but-inactive peers

CFO, CIO, CRO (+2 more) are named in the org but not yet engaged on AI matters; obstacles depend on their activation.

When: Before M0 · Who: AR · Resolves: O-001, O-003, O-008, O-010, O-014, O-015, O-022

Evidence: peer.CFO (CFO) is named=true, active=false · peer.CIO (CIO) is named=true, active=false · peer.CRO (CRO) is named=true, active=false