How to get started with generative AI

Effective generative AI implementation has many moving parts from use case identification to employee training and change management. As a result, it can be a daunting task for executives. Below are Correlation One's recommended steps for creating an AI-ready workforce.

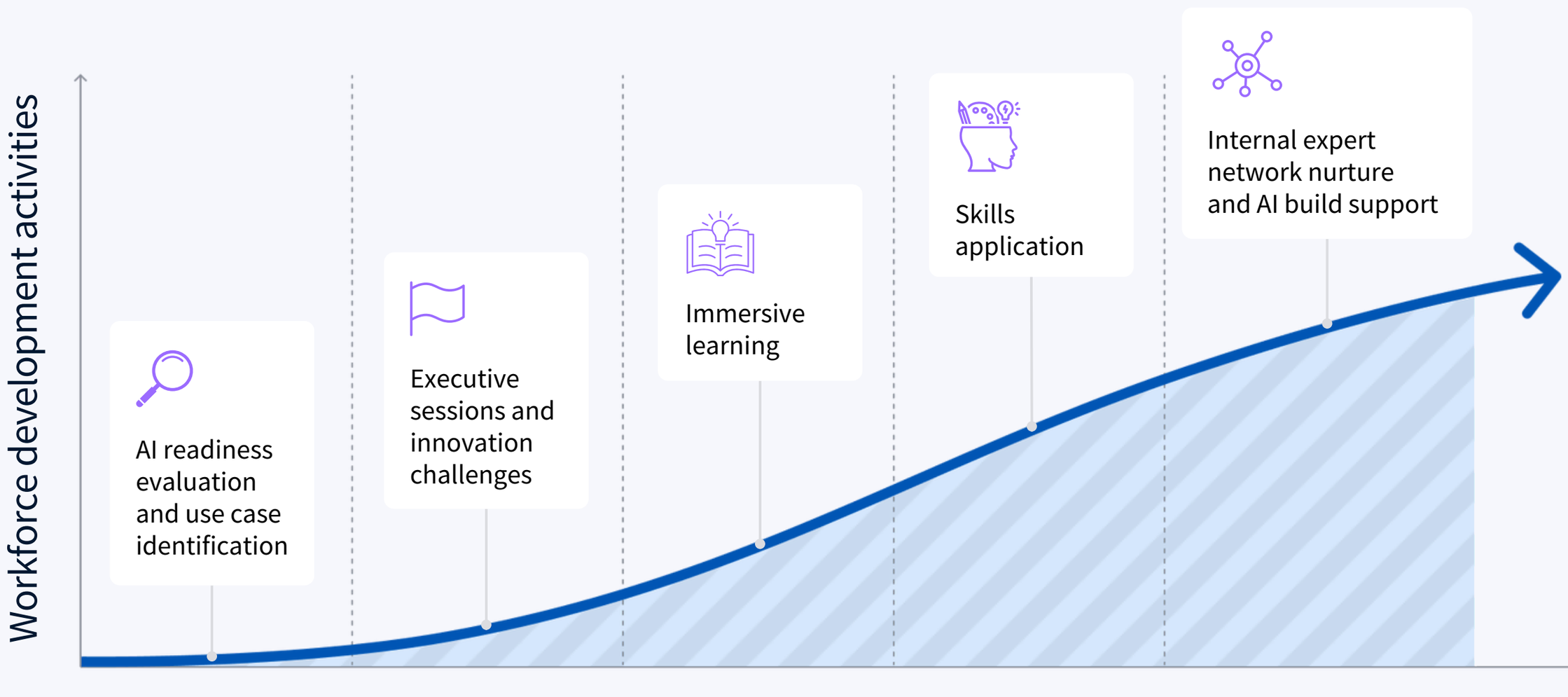
Step 1

Familiarize yourself with the generative AI maturity curve

What is the generative AI maturity curve?

The generative AI maturity curve describes the stages organizations typically go through as they adopt and integrate generative AI technologies. It helps organizations assess their current capabilities, set goals, and identify the steps needed to advance their use of generative AI.

> **Note:** Different parts of your organization may be at various maturity stages and require unique upskilling interventions. For this reason, Correlation One fully customizes upskilling solutions to the needs of each client. By evaluating your current state, we help place your organization on the maturity curve and develop a curated plan to achieve your goals. See examples of our frequently recommended workforce development initiatives below.



Stage 1
Initial understanding
Little generative AI application and limited workforce proficiency

Stage 2
Developing awareness
Basic staff training and initial trial of AI tools

Stage 3
Defined integration
Ongoing workforce training and tool investment

Stage 4
Advanced integration
Widespread AI literacy and org-wide integration

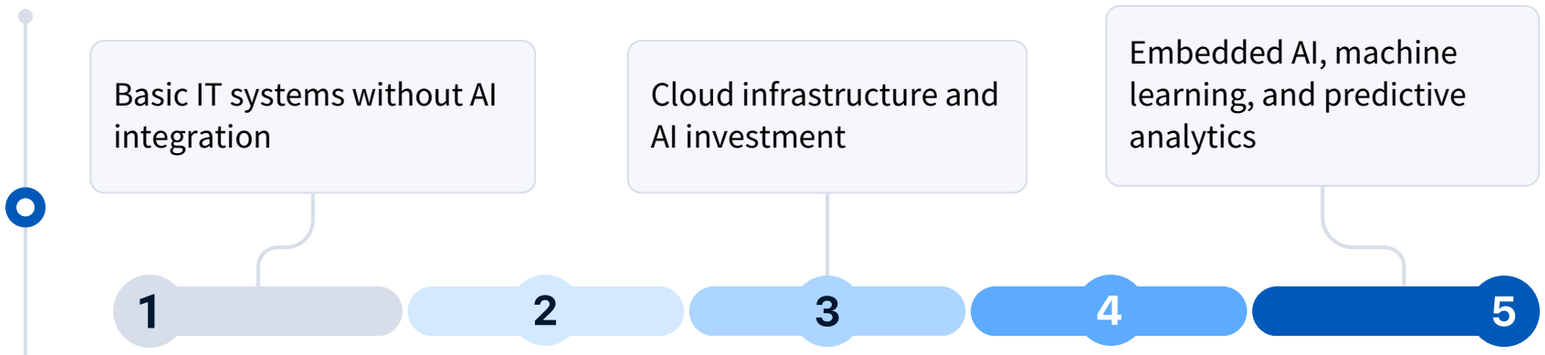
Stage 5
Leading innovation
Internal AI expertise is a core part of the organization's strategy

Step 2

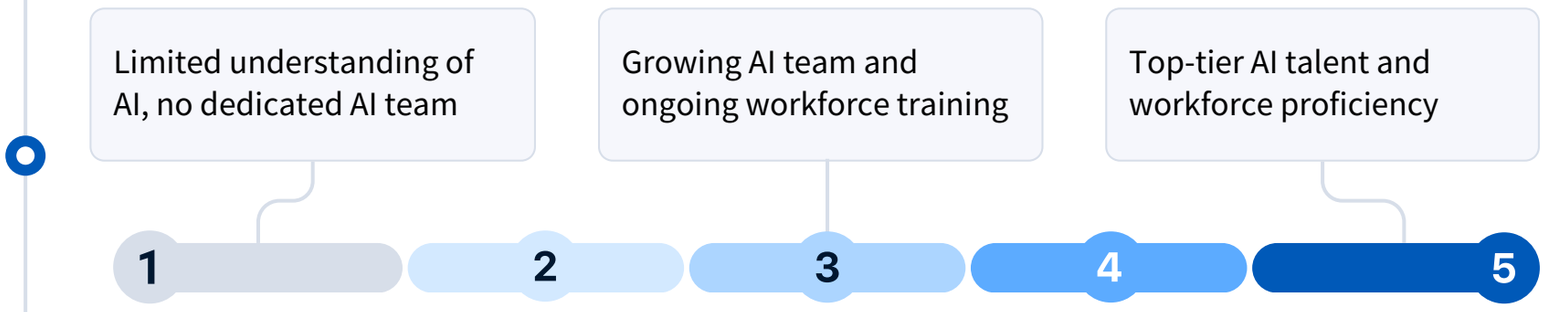
Complete the generative AI maturity assessment

To determine your organization's AI maturity stage, answer the following questions, noting the number of points associated with each of your responses. Then, add your total points and use the legend below to see where your organization falls on the generative AI maturity curve.

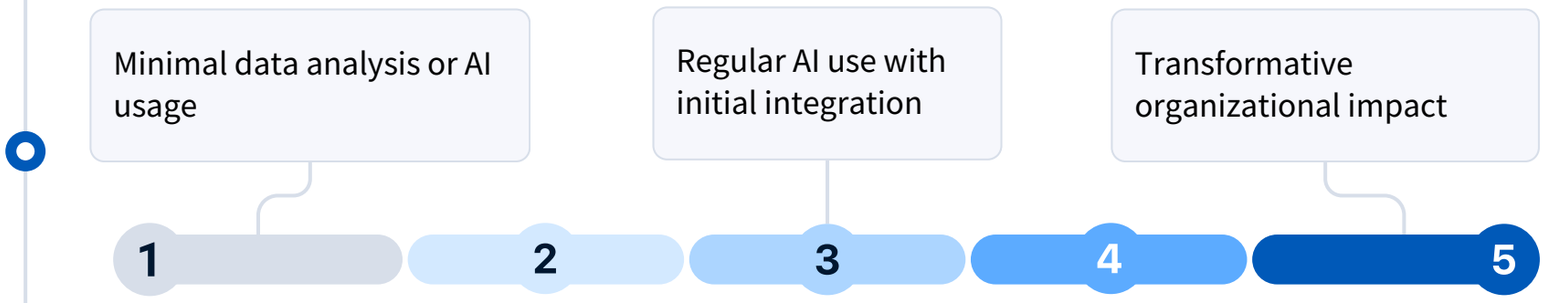
To what extent are AI tools integrated within your IT infrastructure?



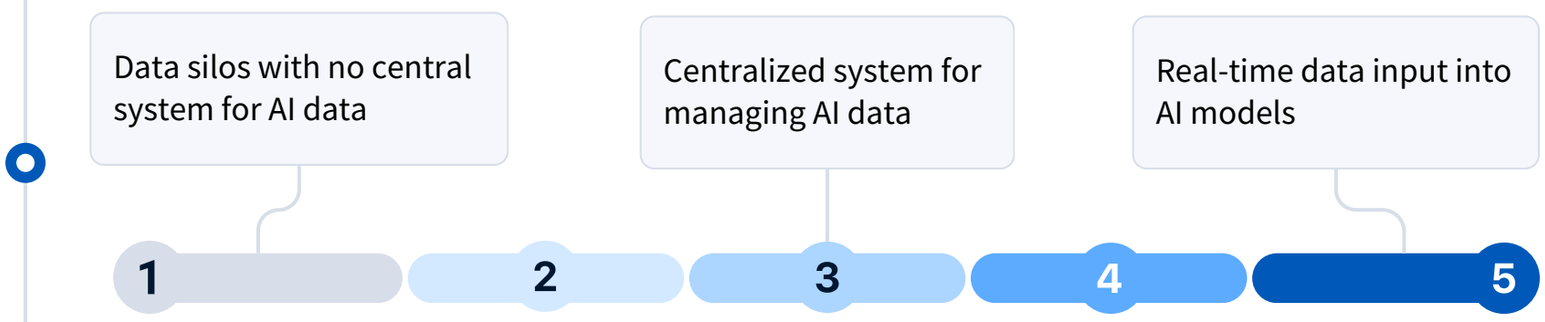
How would you rate the AI expertise and training within your organization?



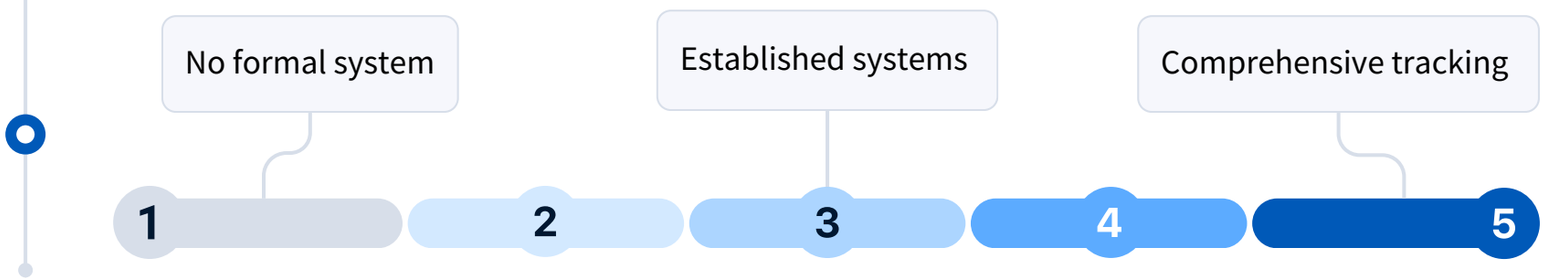
What is the level of influence AI has on your business practices and workflows?



How well does your organization handle and use data for AI initiatives?



How comprehensive is tracking and governance of AI tool usage and outcomes?



Legend

5 – 9 Points	Stage 1	Initial understanding
10 - 14 Points	Stage 2	Developing awareness
15 – 19 Points	Stage 3	Defined integration
20 – 24 Points	Stage 4	Advanced integration
25 Points	Stage 5	Leading innovation

Step 3

Implement a tailored workforce development program

Next, create a phased generative AI workforce development plan for your organization. Below are sample pathways Correlation One recommends taking based on our experience supporting global organizations at every point of the generative AI maturity curve.

Sample plan

Maturity stage 1: Initial understanding

Input

Current workforce knowledge, key barriers to entry, type of available data, vendor dependencies, organizational strategy alignment needs, ideal objectives, prior team training, and current challenges

Activity

AI readiness evaluation

Conduct an assessment to:

- Identify the stakeholders needed to secure generative AI buy-in and budget
- Understand the current state of AI use in your organization
- Determine the potential impact of AI and machine learning (ML) technologies
- Form a cross-functional team to keep generative AI initiatives moving forward

Initial use case identification

Discover where to start with generative AI applications at your organization. Initial use case identification is based on industry best practices, workforce data, internal feasibility, and organizational impact.

Impact

- Cost savings
- Productivity gains
- Displacement of third-party vendors
- Skills improvement

Want to learn more about your organization’s AI maturity?

Contact us for your free in-depth assessment.

Speak to our experts →

info@correlation-one.com

Sample plans

Maturity stage 2: Developing awareness

Input

Business strategy, alignment needs, ideal business objectives

Activity

Executive sessions

These high-touch sessions generate excitement and educate leadership team members on generative AI. They provide competitive intelligence as well as risk and governance implications. They prepare executives to discuss generative AI in an informed way and ask questions that drive integration organization-wide. The sessions equip executives for success by sharing effective change management, implementation, and adoption strategies.

Impact

- 3-5 short-term, organization-wide, day-to-day applications
- Practical playbooks to lead teams through generative AI transformation

Input

Internal early adopters as well as generative AI evangelists promoting usage and spreading excitement

Activity

Innovation challenges

Find impactful generative AI use cases across your organization with cross-functional innovative challenges. These challenges foster employee engagement and identify ROI-driven opportunities for generative AI applications.

These challenges also help you identify a network of internal and external AI champions to:

- Present AI-driven solutions
- Recognize winning ideas
- Organize teams to develop and execute AI initiatives

Impact

- New application use cases prioritized by value and feasibility
- Employee engagement and feedback
- Employer brand improvement

Sample plan

Maturity stage 3: Defined integration

Input

Ideal timelines for generative AI roll-out with high-priority topics, teams, and functions outlined

Activity

Immersive learning

To develop generative AI skills, upskilling initiatives must be relevant to an employee's role, challenges, objectives, and industry. Our custom upskilling solutions ensure that content is tailored to your workforce needs and organizational context for optimal:

- Employee engagement
- Skills development
- ROI

Impact

- Number of skills categories improved
- Net Promoter Score (NPS)
- Employer brand improvement
- Course completion rates

Sample plan

Maturity stage 4: Advanced integration

Input

Strategic initiatives or company goals that would benefit from deep analysis in a capstone project

Activity

Skills application

To compete in the AI economy, your workforce needs to put generative AI skills into practice. Correlation One's capstone project methodology ensures employees apply learnings from upskilling initiatives at your organization to drive tangible results and ROI.

Impact

- Total ROI potential
- Cost savings
- Productivity gains
- Tech adoption
- Employee engagement

Sample plan

Maturity stage 5: Leading innovation

Input

Channels and forums to encourage continuous learning and shared excitement among AI champions

Activity

Internal expert network nurture and AI build support

Accelerator initiatives help nurture generative AI early adopters and evangelists at your organization to:

- Create a strong talent pipeline for dedicated AI roles
- Mentor peers and drive widespread adoption of AI
- Help teams build generative AI assistants (bots)
- Lead generative AI initiatives at your organization

Impact

- Recognition of AI champions
- Efficiency gains
- Number of LLM applications built
- Tech adoption
- Internal mobility and career advancement
- Employer brand improvement

Industry leaders trust Correlation One to increase AI readiness

Curious about Correlation One's upskilling solutions?

Achieve concrete results with custom, expert-led training deeply rooted in your organizational context.

Speak to our experts →

info@correlation-one.com