

Using AI to Transform Readiness Assessment into Action

Accelerating Organizational Insight with AI with Christina Tangora Schlachter, PhD



The Challenge

Organizations invest significant time gathering qualitative data through interviews, workshops, and performance reviews. Synthesizing these inputs into leadership competencies is often a manual, weeks-long process.

The goal: Conduct Organizational Readiness Assessment utilizing AI to accelerate qualitative analysis while preserving strategic judgment.



My Approach

Using AI as an analytical partner, not a decision-maker, I developed a structured process to:

- Analyze 48+ qualitative data sources including interviews, HR meetings, affinity sessions, and top-performer profiles.
- Identify recurring themes and leadership behaviors.
- Group concepts into meaningful competency clusters.
- Produce executive-ready summaries and visual affinity maps.
- Validate outputs through human review and strategic interpretation.

Business Impact

48+ Qualitative Data Sources Synthesized

12 Minutes to Initial Analysis (vs. weeks)

5 Readiness Capability Domains Identified

100% Human Review and Strategic Interpretation

More Voices. Better Decisions.
Stronger Leadership Outcomes.

“
**AI handles information.
People provide judgement.**
”



Key Insight

AI dramatically reduced the time to organize complex qualitative information, freeing leadership teams to focus on strategy and future capability needs.

The value was not replacing expert judgment, it was accelerating the path to informed decision-making.

The Framework



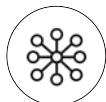
Collect

Gather diverse qualitative data



Analyze

Use AI to summarize and clarify themes



Cluster

Group competency domains and patterns



Validate

Human review and strategic validation



Recommend

Deliver insights for leadership action