

You Don't Need More AI Tools

You Need Someone to Drive Change

Save this when...

...you're considering adding more AI tools—but haven't yet unlocked the full value of what's already in place.



Tools don't transform the way an organisation works on their own. They tend to amplify whatever is already happening. If the way people work doesn't change, the results won't either.

WHAT NEEDS TO CHANGE IS:



How work moves between teams:

who does what, when, and in what order



How decisions get made:

who has the authority, and how quickly



How success is measured:

what "good" looks like day to day

That takes clear ownership. Not just access to a platform.

MORE TOOLS	VS	REAL TRANSFORMATION
New platforms		Workflows that connect
More features		Changes in how people work
People have access		People are accountable
Tool adoption		Measurable outcomes
<i>More tools expand what's possible. But whether things improve depends on how change is led — and by whom.</i>		

FOCUS ON CHANGE, NOT JUST TOOLS

- 1 Audit what you already have**
Before adding anything new, map what's already in place. Where are tools available but barely used? Start there.
- 2 Redesign how work gets done**
Don't just layer AI on top of old processes. Look at your most important workflows and ask: how could this work better?
- 3 Set clear expectations**
Be explicit with your team about when AI should be used, how it should be used, and what good looks like. Don't leave it to interpretation.
- 4 Create consistency across teams**
When everyone uses core tools the same way, there's less confusion and fewer gaps. Avoid letting every team reinvent the wheel.
- 5 Own the change from start to finish**
Track whether adoption is happening. Reinforce the behaviours you want to see. Adjust when something isn't working. Don't just launch and move on.

AVOID THESE MISTAKES

- ✓ Adding new tools instead of fixing how work gets done
- ✓ Assuming that because people have access to a tool, they're using it well
- ✓ Letting each team experiment in isolation, with no shared direction
- ✓ Delegating change to someone without the authority to drive it
- ✓ Focusing on features instead of outcomes



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