The AI-Ready L&D Function Assessment

If your adoption dashboard counts licenses and logins, it may be measuring performance theater, not capability.

Ten questions. Answer yes or no. Count your yeses.

1. Can you name three L&D workflows where AI changed who does the work, not just how fast it gets done? [ ] Yes [ ] No

2. Is there work your team has stopped doing entirely because AI or an agent handles it? [ ] Yes [ ] No

3. For every AI-generated learning asset your team ships, is a named human accountable for verifying it before it reaches learners? [ ] Yes [ ] No

4. Have you mapped which decisions in your learning process require human judgment and which can be delegated to an agent? [ ] Yes [ ] No

5. Does your team spend more time on diagnosis and performance support than on content production? [ ] Yes [ ] No

6. Can you describe, in one sentence, what your instructional designers do that AI cannot? [ ] Yes [ ] No

7. When a stakeholder requests training, does your intake process test whether the problem is a learning problem before anything gets built? [ ] Yes [ ] No

8. Do you measure whether AI adoption changed a business metric, not just whether people completed the AI training? [ ] Yes [ ] No

9. Has anyone's role on your team been redesigned (not just “upskilled”) because of AI in the last 12 months? [ ] Yes [ ] No

10. If AI cut your content production time in half tomorrow, do you know exactly where that time would go? [ ] Yes [ ] No

Bonus check (not scored): Can your managers coach effective AI use, or do they only report adoption numbers?

Your score

0–3: Course factory with AI tools. You adopted the tool and kept the old operating model. Start with question 1.

4–6: In transition. Some workflows redesigned, most untouched. The next move is role redesign, not more training.

7–10: AI-ready function. Protect it. Write down what changed so the next reorg does not undo it.

The questions diagnose. The EDGE sequence builds: Extract what the work requires, Design around the redesigned workflow, Generate with AI where it earns its place, Evaluate whether performance moved. The complete treatment is in AI for Learning & Development: Faster Content Isn’t Better Learning by Dr. Ravinder Tulsiani.

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