

The Aubay logo, consisting of a stylized lowercase 'a' followed by the word 'ubay' in a clean, sans-serif font.

# AI Adoption Toolkit

A Practical Framework for Enterprise Transformation

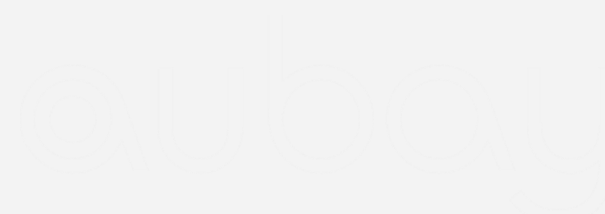
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## Quick introduction

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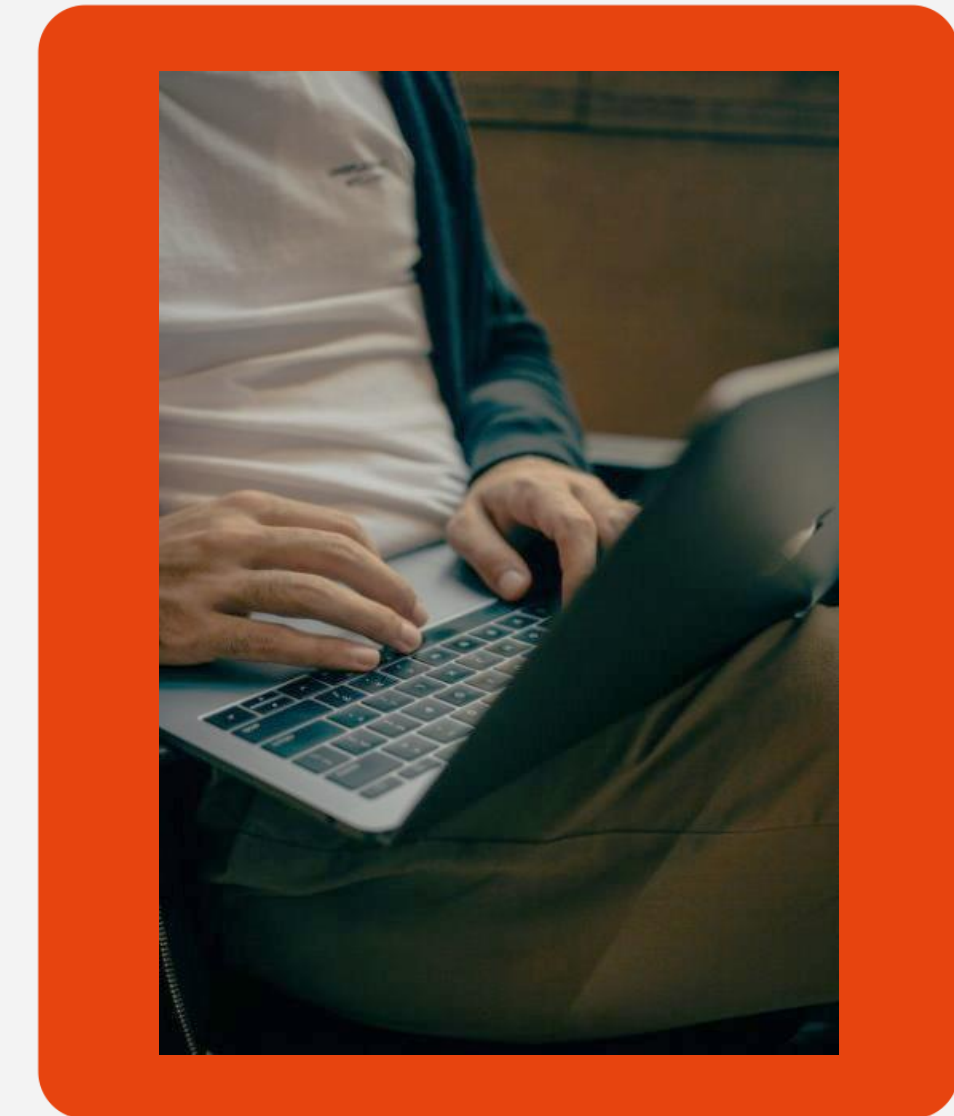
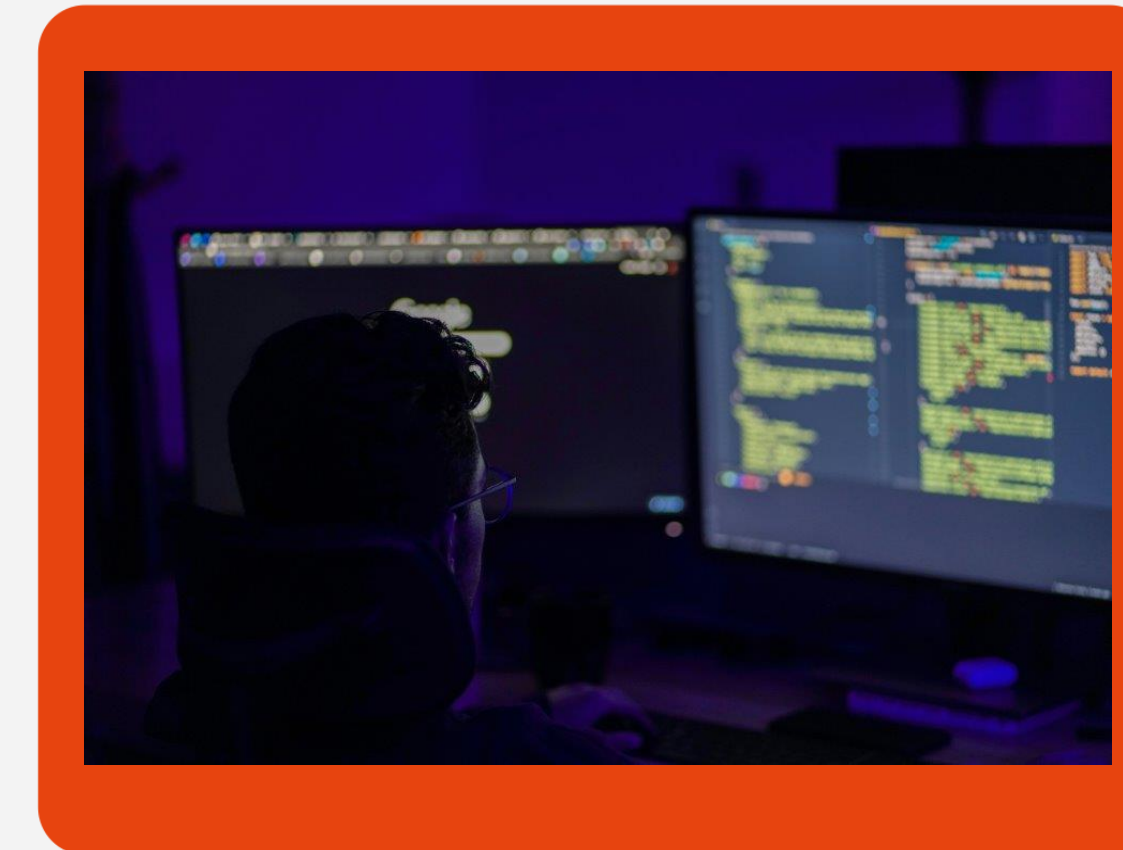
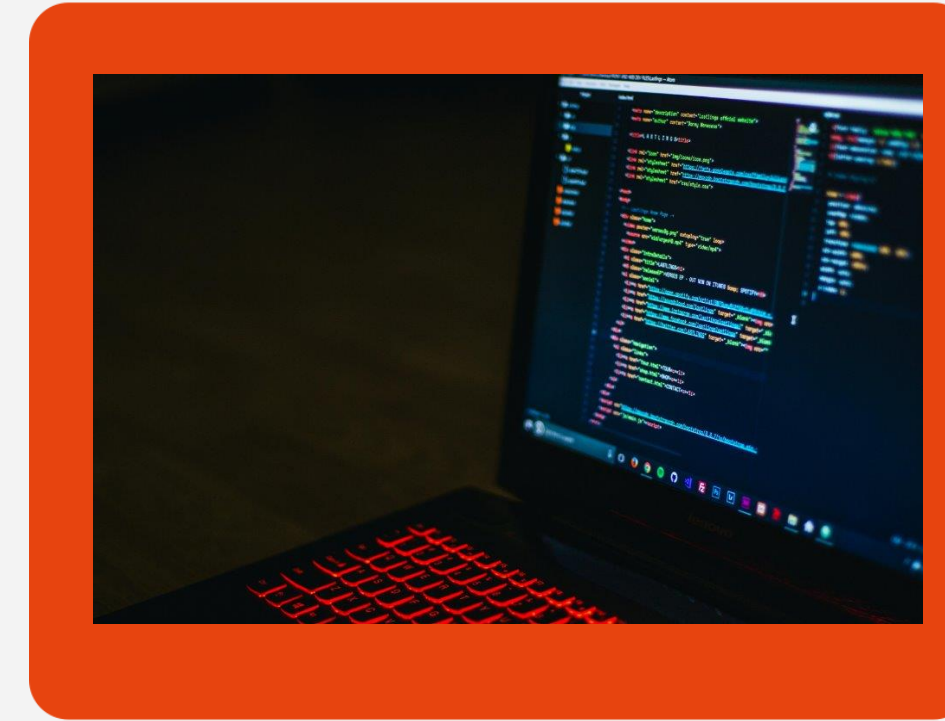


# Goals for today

- **Give you a practical program you can implement**
- Show you how AI adoption has its challenges and very actionable solutions
- Provide you with a framework of what worked in the past
- **Leave some time for your questions**

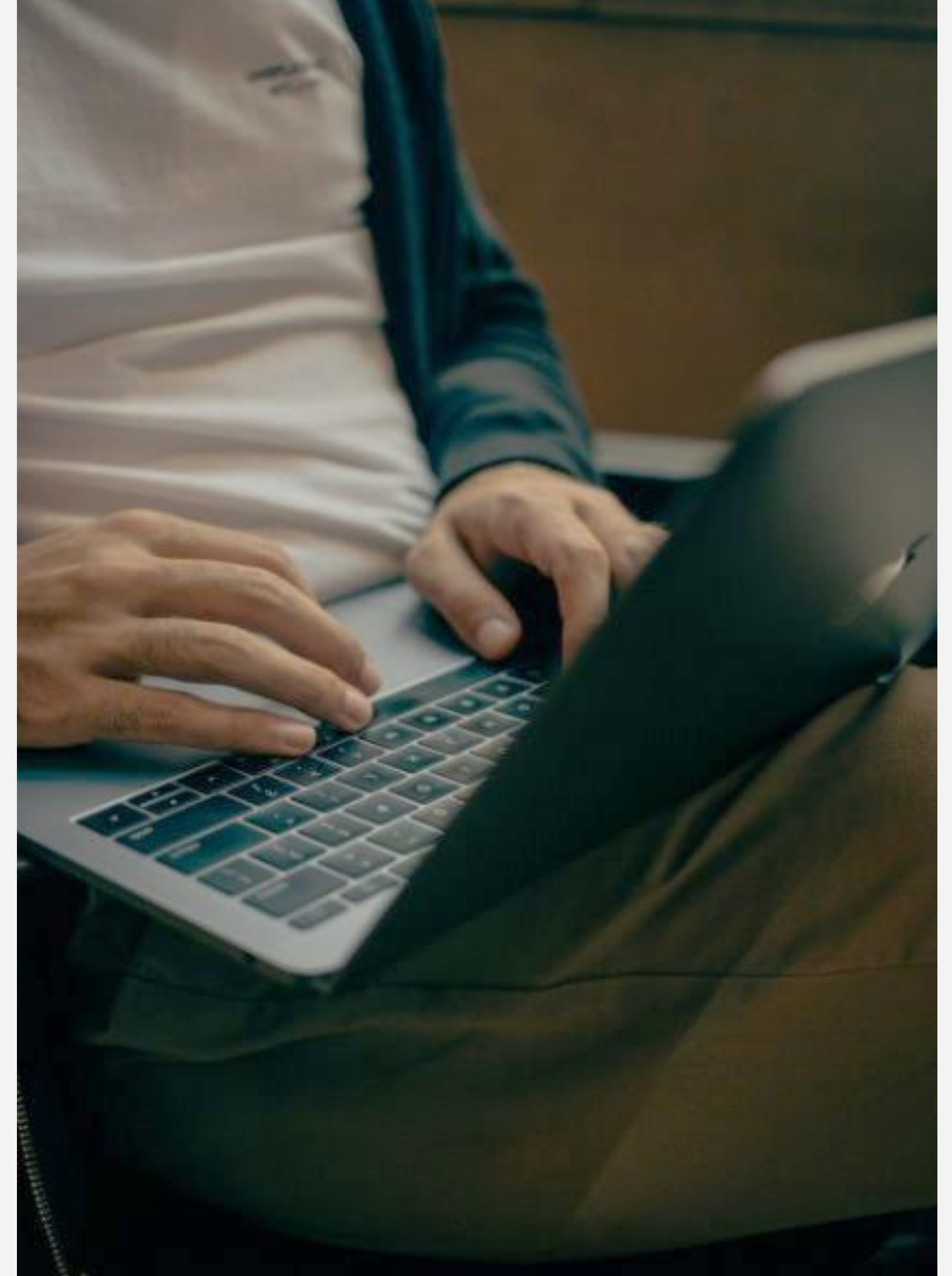
# What problem are you trying to solve?

This single question determines the success or failure of AI adoption. AI is not the objective, solving real problems is.



# Why most AI initiatives fail?

- **Generic goals:** increase AI adoption is not a goal. You need to solve specific problems
- **Technology first:** Implementing tools before knowing the pain points
- **One-size-fits-all:** same tool for every team, regardless of needs
- **Top-down mandate:** Leadership mandates without organization buy-in





First step is clear: define who is the owner of AI adoption within your company. Create your adoption team.

# The three-pillar framework



01

## AI Champions Program

Designate departmental leaders as adoption catalysts

02

## Minimum Viable Toolkit:

Identify focused AI tools tailored to each department's specific needs

03

## Exploration Sessions

Regular hands-on learning and collaborative discovery

# Pillar 1: AI Champions program

One to two Champions per department, not necessarily AI experts, but enthusiastic leaders

Concept: Designate dedicated individuals in each department or function to serve as catalysts for AI adoption, learning, and experimentation.

These are not necessarily technical experts, they are enthusiastic, curious individuals empowered to lead AI adoption efforts.

# Pillar 1: AI Champions program

One to two Champions per department, not necessarily AI experts, but enthusiastic leaders

- Peer-to-peer learning: More effective than top-down mandates
- Local champions: Support departmental needs and questions
- Knowledge sharing: Cross-department learning and best practices
- Psychological safety: Champions create trust and reduce fear

## Opportunity Identification

Finding areas where AI can improve processes

## Stakeholder Collaboration

Aligning AI strategies with business goals

## Training

Equipping team members with AI skills

## Culture Building

Fostering AI awareness and proficiency

## Advocacy

Promoting AI initiatives and benefits

# AI Champion Roles and Responsibilities



# Pillar 2: Minimum Viable Toolkit (MVT)

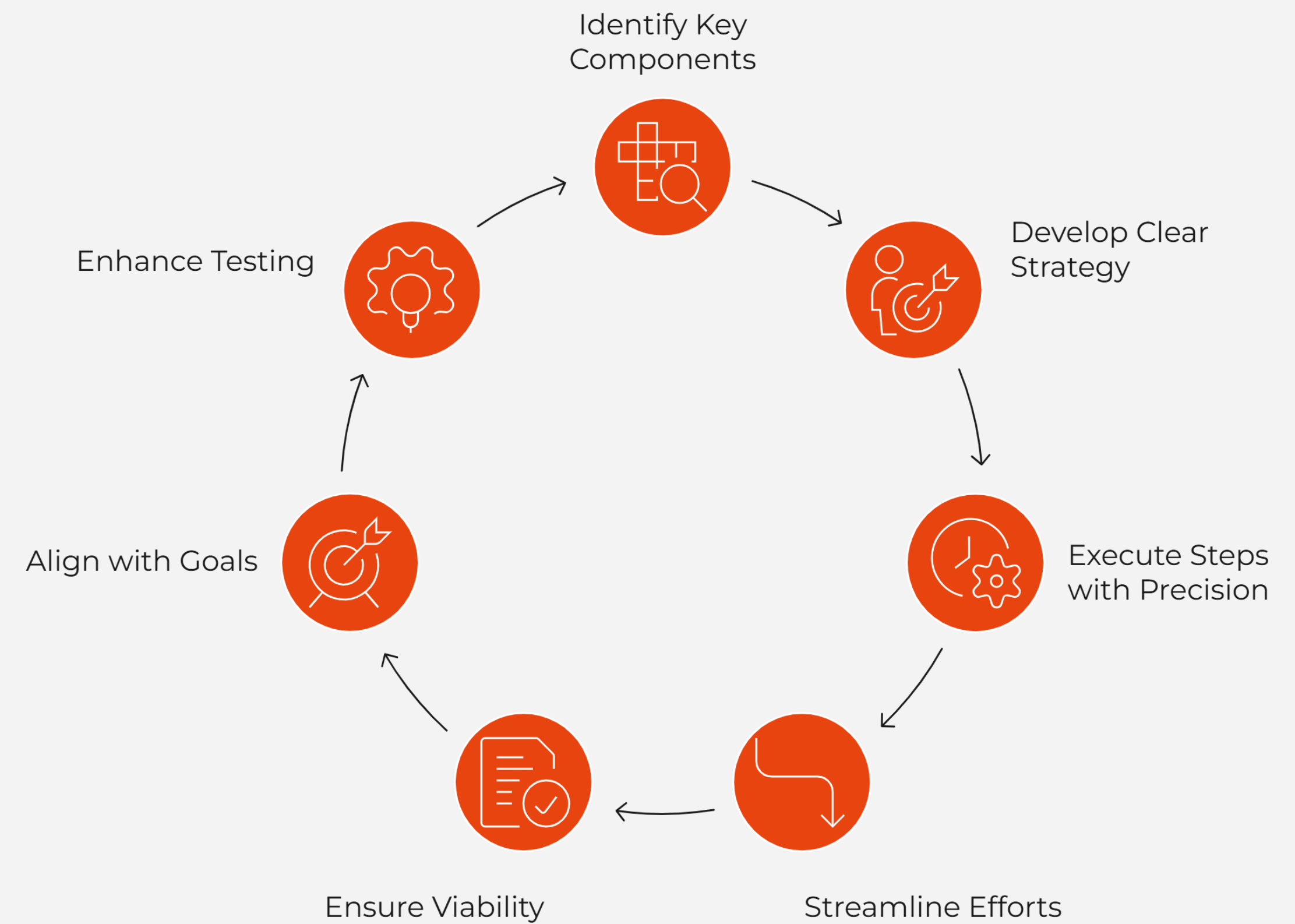
- Concept: Identify a focused set of AI tools and solutions tailored to each department's specific needs. The goal is not to implement every tool available, it's to master the few tools that solve the biggest problems.
- Why it works: Overwhelming teams with too many tools creates confusion and reduces adoption. A minimal, targeted approach ensures focus and mastery.



# Bulding your MVT: 7 steps

1. **Understand your starting point:** AI assesement survey
2. **Identify real needs:** uncover genuine pain points
3. **Department input:** Department + AI Champion collaboration
4. **Match tools:** link needs to existing solutions
5. **Try it:** Pilot & gather feedback
6. **Evaluate new tools:** business case & security review
7. **Focus:** deep expertise with tools before exploring new ones

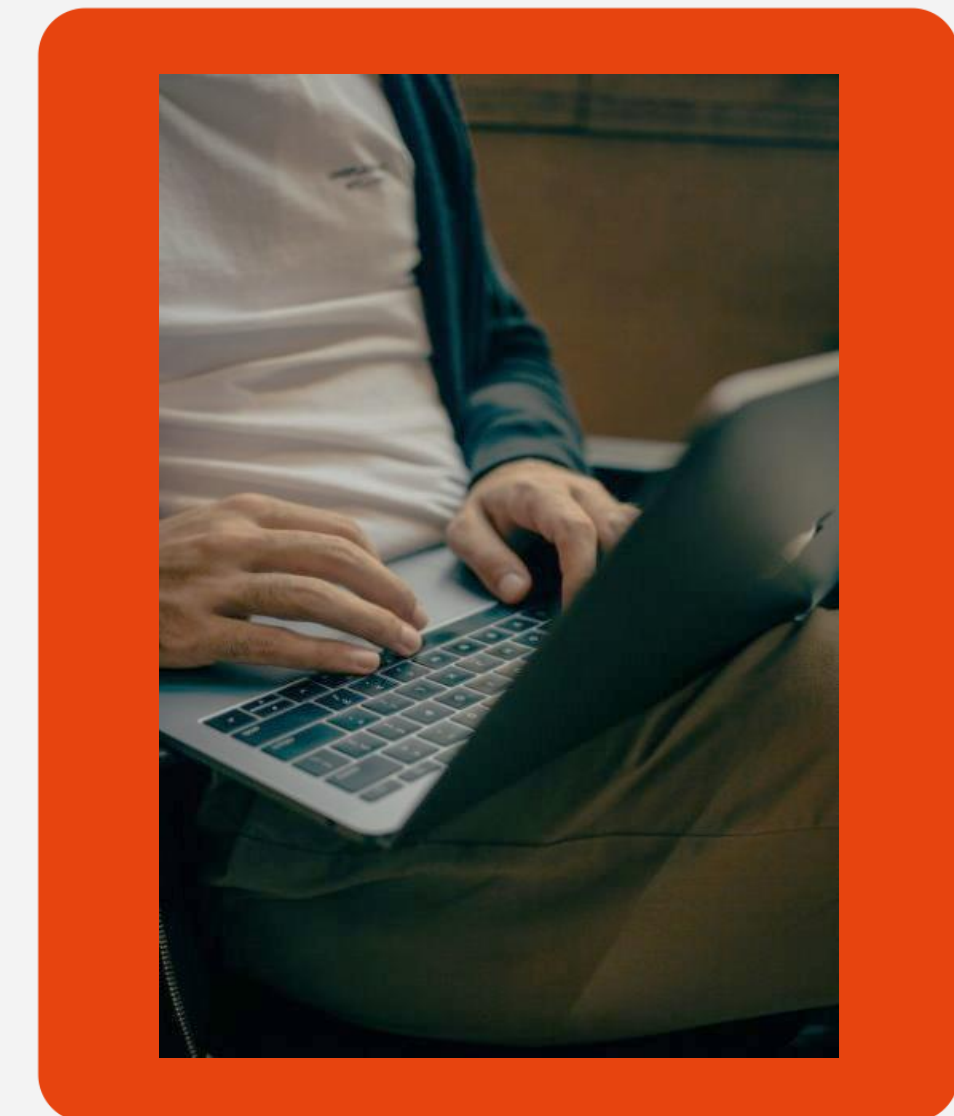
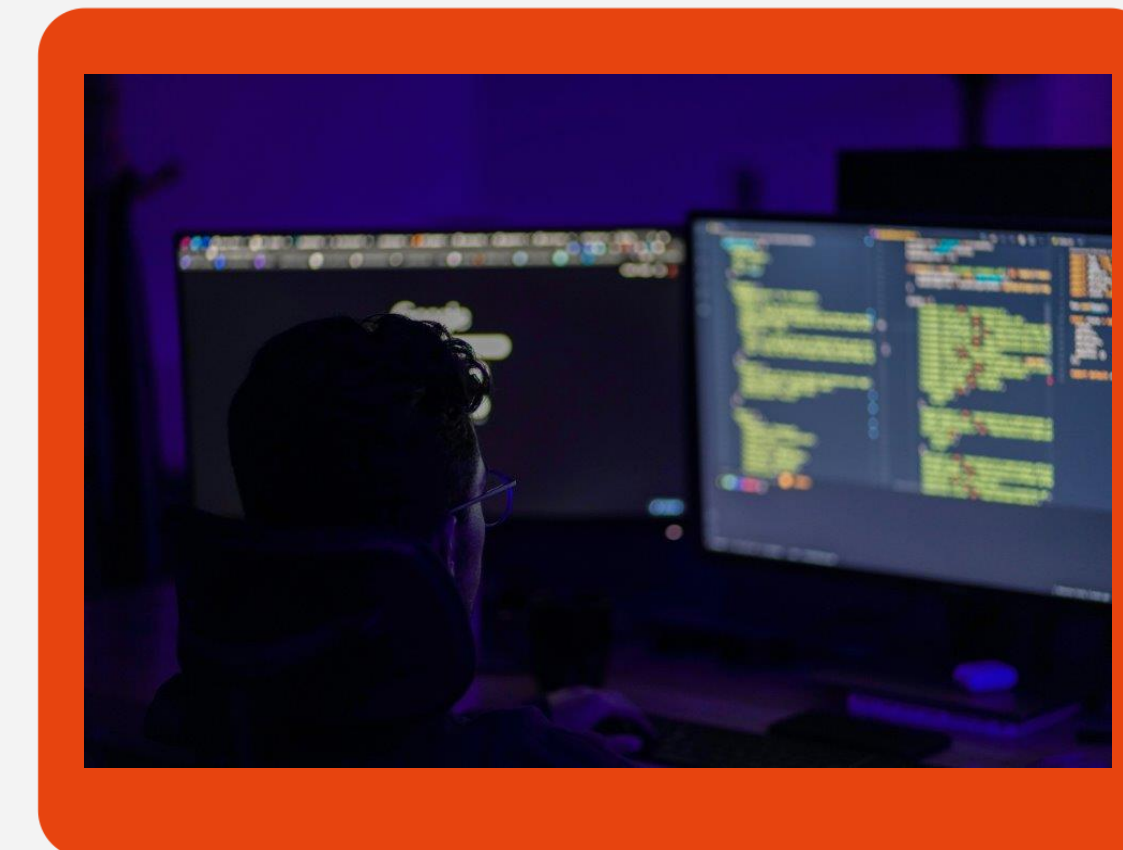
## MVT Creation Cycle



# Pillar 3: AI Exploration sessions

Frequency: Monthly minimum to maintain momentum

- AI Awareness Sessions - Demystify AI, reduce intimidation
- AI Brainstorming Sessions - Identify practical opportunities
- Tool Demonstrations - Build practical skills and confidence
- Cross-Department Sharing - Share lessons learned and wins



# Governance & Risk Management

Every tool must pass a standardized security review before adoption:



Data Security: How is data stored and protected?



Privacy & Compliance: GDPR and data residency requirements



Auditability: Can usage be monitored for compliance?



# Implementation Roadmap: 8+ Months

# Roadmap

## Phase 1 (1-2M)

Planning and prep. Secure sponsors, form your team, launch survey

## Phase 2 (2-3M)

Foundation. Champion training. Pain points ID. First sessions.

## Phase 3 (3-5M)

Pilot & test. Gather feedback, brainstorm, run pilots.

## Phase 4 (5M)

Scale. Start rolling out your MVTs. Iterate.

## Phase 5 (+)

Measure your ROI, adoption, time saved weekly, tasks automates.

## Phase 6

You made it. You adopted AI company-wide.

# Your challenges

- Resistance to change
- Fear of job loss, skepticism
- Departments not following the process and adopting random tools
- Security concerns
- Unclear guidelines



## Solutions

- Frame AI as a tool to enhance jobs, not replace people
- Share early wins and success stories
- Prioritize mastery of approved tools (MVT principle)
- Require business cases and security review
- Develop clear, practical data governance guidelines
- Establish audit and monitoring processes

# Quick Start: your next 30 days.

- Assess readiness: Identify key pain points and organizational readiness
- Secure sponsorship: Executive alignment and resource commitment
- Form adoption team: Core team leaders and Champions
- Launch survey: AI Assessment to understand current state
- Schedule kickoff: First Champion training and brainstorming session

# Key takeaways

Always start with the problem, never the technology!



Focus on mastery: few tools, deep expertise



Empower your people: peer-to-peer adoption always wins



Measure impact: track the outcomes of each team and the ROI

Q&A

Time for your questions!

# Thank you!



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