

88% of Orgs Use AI. Only 6% See Value.

The gap between adoption and value realisation is overwhelmingly a people problem, not a technology problem.

SWIPE →

The Minimum Viable AI Team

01 Chief AI Officer or executive sponsor

02 AI Product Manager

03 ML/AI engineers and data engineers

04 AI Governance and Ethics Lead

90%

Face Critical AI Skills Shortages by 2026

Over 90% of global enterprises are projected to face this gap, risking an estimated USD 5.5 trillion in lost global market performance.

85%

of AI Projects Fail to Deliver Value

The cause is poor alignment between business goals and technical execution — not the underlying technology.

13%

Only 13% of companies have hired AI compliance specialists. Just 6% have a dedicated AI ethics expert.



AI high performers are three times more likely than peers to have senior leaders who demonstrate ownership of and active commitment to AI initiatives.

McKinsey & Company

State of AI, 2025

Build, Borrow, Upskill

BUILD (HIRE FULL-TIME)

Leadership & AI product management

Data platform ownership

Governance with real authority

BORROW (CONTRACT)

Specialist MLOps capacity

Domain-specific fine-tuning

Security red-teaming

What Separates the Top 6%.

McKinsey's high performers set growth, not just efficiency, as their AI objective. They redesign workflows rather than overlay AI onto existing processes, and invest more than 20% of their digital budgets in AI technologies.

Sequencing the First Six Hires

AI Product Manager → AI/ML Engineer → Data Engineer
→ MLOps Engineer → Data Scientist → AI Governance
Lead

Full role definitions, the AI Translator archetype, and the hiring sequence:
terencekok.com/blog/why-team-design-bottleneck

AI Team Architecture Is a First-Order Decision — **Not a Hiring Exercise.**

The roles, talent archetypes, and hiring sequence that separate scaling programmes from pilot purgatory.



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