

# Building AI Ready *Organizations*

- People, Process, and Technology

**Rachana Kumar**

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*Most people think AI ready means:*

~~the latest models~~ · ~~the most prototypes~~ · ~~the best data stack~~

AI readiness is

**organizational capability,**  
**not a technology checklist.**

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*It's the muscle to take AI from experiment to impact — reliably, repeatedly, at scale.*

# 80%+

of AI projects fail to reach  
**meaningful production deployment.**

*That's twice the failure rate of non-AI IT projects.*

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RAND Corporation, 2024

*That's not a technology gap. That's an organizational one.*

*AI readiness lives across*

# Three Dimensions



## PEOPLE

*Who owns AI?*

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Skills, ownership, culture

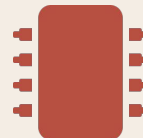


## PROCESS

*How do projects graduate?*

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Vocabulary, paths, accountability



## TECHNOLOGY

*Where is the stack going?*

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Record → Workflow → Action →  
Coordination

*Get one wrong, and the other two don't matter.*

# 01



# People

*Who runs AI?*

*The differentiator isn't talent.*

*It isn't tools.*

It's the  
***experimentation  
muscle.***

The organizational habit of acting on signals — quickly, safely, at scale.

*Companies with this muscle absorbed LLMs in months. The rest are still trying.*



— A SHIFT WORTH NAMING —

For 40 years,  
**engineers were the gatekeepers of software.**

*Now anyone can build.*

#### THE OLD WORLD

Engineers build everything  
Building is the bottleneck  
IT owns the stack



#### THE NEW WORLD

Anyone can build something  
Graduation is the bottleneck  
Ownership is fragmented

*The question isn't whether democratization is good. It's whether you're structured for it.*

# 02

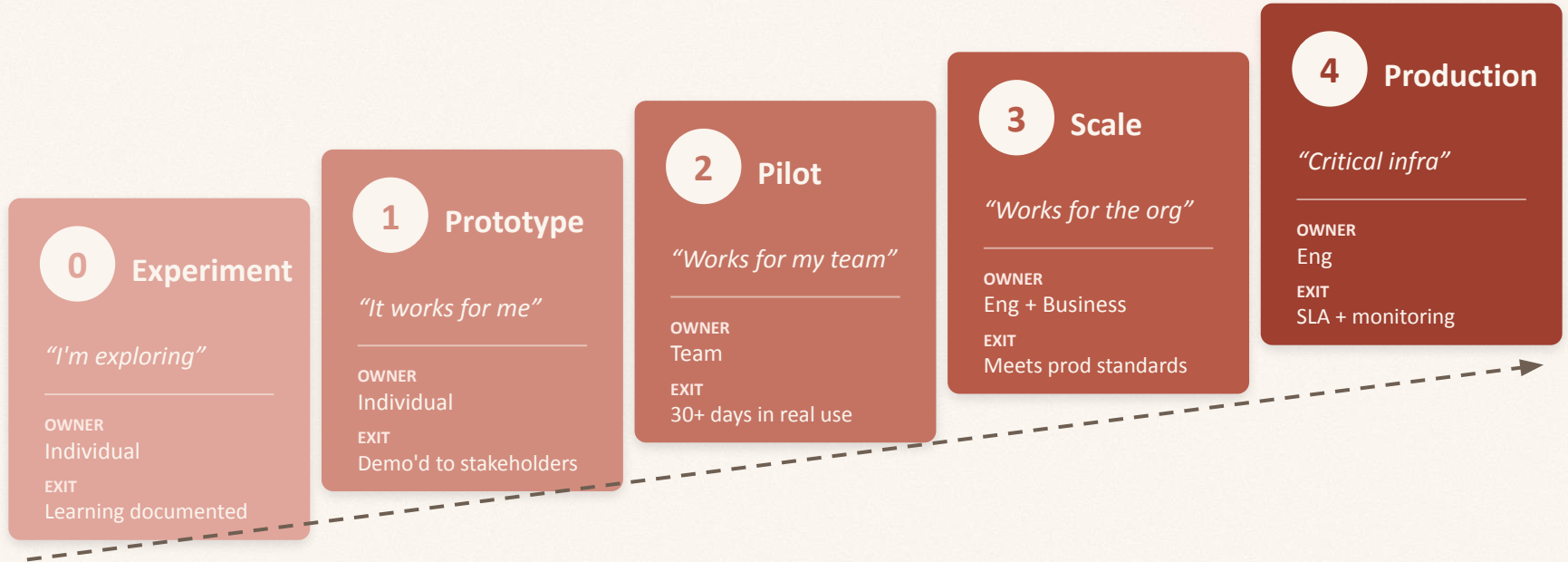


# Process

*How do projects graduate?*

# The Production Readiness Ladder

*Shared vocabulary. Explicit graduation. Permission to stop.*



*Not everything needs to reach Stage 4. The power is in naming where something is — and where it should stop.*

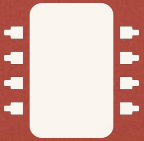
# Where Projects Die



Citizen developers max out. IT lacks context. Business loses patience.

***Too important to kill. Too fragile to scale.***

# 03



# Technology

*Where is your stack going?*

# AI can't outrun bad data.

*Before you optimize the stack, make your data AI-readable.*

**01**

## **FRAGMENTED**

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Critical data lives in disconnected systems. No one has the full picture.

**02**

## **INCONSISTENT**

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"Customer," "revenue," "order"  
— defined differently across teams.

**03**

## **OPAQUE**

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Pipelines consume more effort than the AI sitting on top of them.

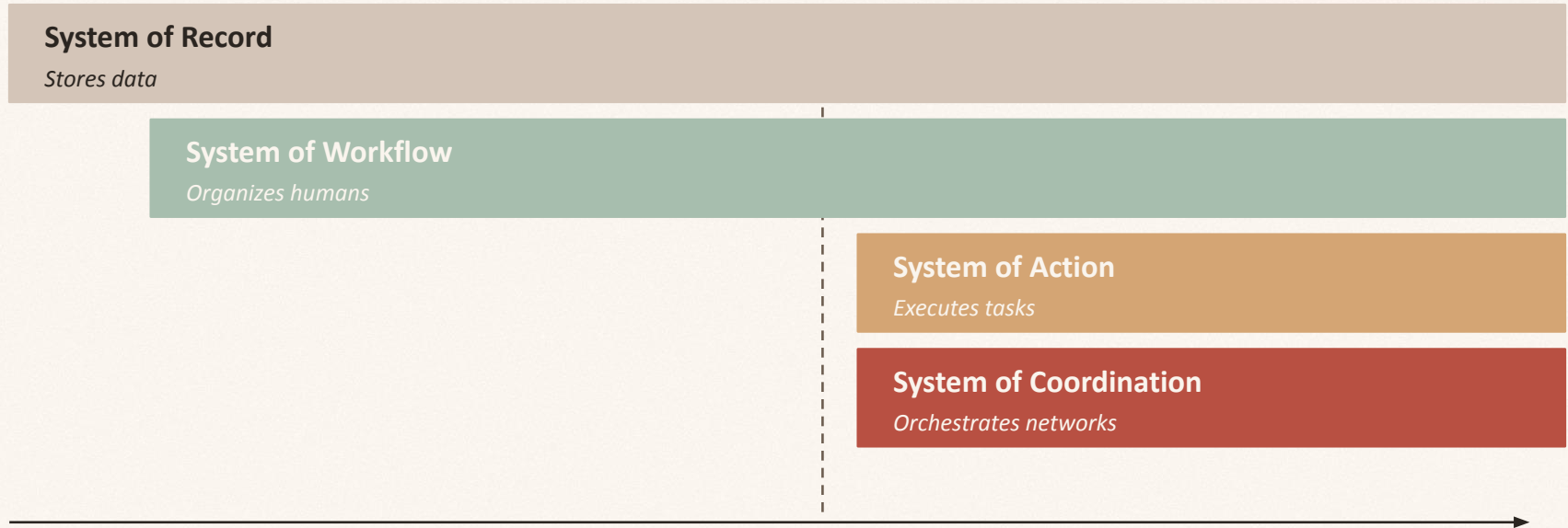
*Most enterprises spend more on data plumbing than on the AI itself. That's a tell.*

# From Systems of Record to Systems of Coordination

*Four layers. Two eras. One shift underway right now.*

SAAS ERA

AGENTIC ERA



time →

*Most enterprises are still operating in the first two layers. The next two are where the future is built.*

# Where KNIME Fits

*A System of Workflow — with one foot already in the Agentic Era.*

TODAY

## System of Workflow

Visual workflow building

Citizen developer empowerment

Human-orchestrated automation

TOMORROW

## System of Action

Agent-orchestrated workflows

Autonomous task execution

Human in the loop, not in the chain

*The question for you:*

***Are your workflows designed to be run by humans — or by agents?***

# AI-Stuck vs. AI-Ready

*Same technology. Different organizational muscle.*

## DIMENSION

### AI-STUCK

### AI-READY

## PEOPLE

Unclear ownership, siloed teams, no shared accountability

Explicit ownership, AI literacy, experimentation muscle

## PROCESS

Risk aversion, too top down

Graduation paths, clear criteria, permission to stop

## TECHNOLOGY

Strong SoR, weak SoW, no path to SoA

Stack designed for Record → Workflow → Action

***Monday morning: pick one row. Audit honestly. Move one step right.***

# Where to Start

*Don't try to transform everything. Find one workflow where daily life gets visibly easier.*

## INTERNAL ACCESS

### Find What You Need

Knowledge search, document retrieval, expert lookup

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*Once people find anything across the org, they don't go back.*

## CUSTOMER-FACING

### Reduce Friction

Support deflection, intelligent routing, lead enrichment

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*Customers feel the upgrade. Teams see the volume drop.*

## OPERATIONAL TOIL

### Kill the Tedious

Reporting, reconciliation, manual data entry

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*Frees judgment work. Builds adoption from the inside.*

***Personal benefit drives adoption faster than top-down mandates ever will.***

**Every transformation is really a choice about who you want to become next. So, what's the next version of your organization?**

# Thank you.



**Rachana Kumar**

Co founder of an AI startup · Former CTO, Etsy · Board Director & Advisor