

Adoption & Outcomes Dashboard

Baseline — Pre-Pulse | Initiative: [REDACTED] | Generated: [REDACTED]

(No pulse check-in has occurred yet; this Dashboard is built entirely from the intake PRI and active risk flags.)

1. ADOPTION RISK SIGNAL

CHECK-IN 1 of ongoing | Baseline, [REDACTED]

● RED — ESCALATE IMMEDIATELY

This initiative's baseline PRI overall is Moderate (35.4/100, provisional), which on its own would not trigger a RED signal. However, two CRITICAL-severity risk flags — the champion network condition and the compounded psychological safety crisis — remain unresolved at baseline. Per the Dashboard's escalation rule, any unresolved CRITICAL flag forces the signal to RED regardless of the underlying score picture: this is not a program in trouble on the numbers, it is a program with two specific, nameable prerequisites that must be resolved before Phase 2 launch.

Data confidence: lead-perception-only — reflects project lead perception at intake, not measured employee sentiment. A formal readiness survey is planned but has not yet been conducted.

2. THIS WEEK AT A GLANCE

What is working:

The Capability (23.8, Low risk) and Sustainment (25.0, Low risk) dimensions are the healthiest in the assessment — training infrastructure, budget discussion, post-launch support planning, leader modeling commitment, and measurement methods are all reasonably well set up. This is a genuine structural strength to build on.

Watch items:

- Leadership (48.1, Moderate) and Stakeholder (44.7, Moderate) are both elevated and are the two dimensions governing the overall PRI band — driven by sponsor engagement intensity (selective rather than deeply involved) and current employee awareness/willingness scores. Owner: OCM Lead; response window: before Phase 1 closes.
- A single group — Operations/Production — represents 94% of the in-scope population; uniform-intensity planning will under-serve this group. Owner: OCM Lead; response window: before D06 communications launch.

Horizon risks:

- If champion recruitment (Weeks 2-5) slips, Phase 2 communications launch cannot proceed on schedule without violating the champion-first sequencing this plan requires — becomes active in approximately 4 weeks if not addressed now.
- The performance-management policy restriction (unfinalized AI-scoring thresholds) risks colliding with the 30-day pulse if not resolved before then — employees may ask directly about a policy that still doesn't exist.

3. COMMITMENT TRACKER

Commitment tracking activates when check-in commitment data is captured; this period's commitments are set in Section 4 below.

4. RECOMMENDED ACTIONS — THIS WEEK

- **1. [REDACTED] delivers a standalone, direct job-security statement** (not folded into the general Sponsor Announcement) by end of Week 1. If not done, the COMPOUNDED_PSYCHOLOGICAL_SAFETY_CRISIS flag remains active into Phase 2 and Interest readiness will not improve regardless of communications volume.
- **2. OCM Lead launches champion recruitment via manager nomination** across all 14 contact center hubs and 6 branch-service regions by end of Week 2. If not done, Phase 2 communications launch is delayed, since champion network operational status is a hard sequencing prerequisite for this initiative.
- **3. OCM Lead and Corporate Communications finalize the AI Transparency Communication** for Legal/Compliance review by end of Week 1. If not done, the algorithmic accountability concern (how the tool works, what data it uses, who is accountable) remains unaddressed heading into the Sponsor Announcement, undermining trust from the first message.

5. DIMENSION TREND SNAPSHOT

All values are risk scores (higher = more risk); all bands are provisional.

Dimension	Baseline (Intake PRI)	Prior Check-In	This Check-In	Band	Trend
Leadership	48.1	—	48.1	Moderate	— No prior data
Stakeholder	44.7	—	44.7	Moderate	— No prior data
Capability	23.8	—	23.8	Low	— No prior data
Sustainment	25.0	—	25.0	Low	— No prior data
Average Handle Time (business metric)	Baseline TBD	—	Pending — awaiting 30-day pulse	—	—
Documentation Time /	~5 min (current	—	Pending —	—	—

Dimension	Baseline (Intake PRI)	Prior Check-In	This Check-In	Band	Trend
Interaction	state)		awaiting 30-day pulse		
Compliance Disclosure Review Rate	Pending — no current baseline measurement	—	Pending — awaiting go-live QA sampling	—	—

Risk rising in two or more dimensions in the same period triggers a YELLOW signal regardless of other indicators.

6. HISTORICAL SIGNAL SUMMARY

Check-In 1 — Baseline established. No prior signal history.

GOccelerate™ Adoption & Outcomes Dashboard | Check-In 1 of [REDACTED] | Generated [REDACTED] |
Next check-in: at first pulse check-in (Go-Live Day)

The GOccelerate People Risk Index (PRI) is a formative, expert-derived index of people and adoption risk across four dimensions — Leadership, Stakeholder, Capability, and Sustainment — grounded in established organizational change management practice. Dimension scores reflect equally weighted, normalized risk points assigned through expert judgment rather than statistically estimated weights. Baseline results derive from a structured intake completed by a single informant and reflect that respondent's knowledge of the organization at the time of assessment; the accompanying Data Confidence indicator reflects the completeness of the information provided. Risk bands are provisional and subject to recalibration as GOccelerate's outcome-validation program accumulates post-implementation adoption data.