

Adoption & Outcomes Dashboard

Check-In 4 — Day 90 Outcomes Assessment | Initiative: [REDACTED]

| Generated: [REDACTED]

This is the 90-day outcomes assessment defined in the Reinforcement & Sustainment Plan (D12, Days 61–90) and the Listening Plan (D10) pulse schedule, reviewed against the original success definition in the Change Strategy (D01, Section 2).

1. ADOPTION RISK SIGNAL

CHECK-IN 4 of ongoing | Day 90 Outcomes Assessment, [REDACTED]

GREEN — ADOPTION ON TRACK

All three Day 60 commitments were completed: [REDACTED] personally corrected the Southeast leader-modeling contradiction with a named, regional communication; HR Total Rewards finalized and published the performance-management guidelines (three weeks later than the original target, but complete); and the live sponsor Q&A addressing the trust-regression signal was held and well received. All four PRI dimensions improved this period, none worsened by 10+ points, sponsor visibility is high, and no escalations remain open. This is a genuine recovery, not a default improvement — it reflects specific, named corrective action on the Day 60 regression rather than the issue resolving on its own.

Data confidence: panel-based — 90-day survey plus full business-metric review against the original success definition.

2. THIS WEEK AT A GLANCE

What is working:

- Four of five original success criteria are met at 90 days (full detail in Section 5). The Southeast correction held — no further leader-modeling contradiction signals have surfaced in that region or elsewhere.
- The performance-management guidelines are published and referenced in the most recent all-manager communication; the restricted-communication constraint that shaped this program since intake is now lifted.
- The HR/People Org redeployment cohort closed out fully: 350 of 350 colleagues placed, zero involuntary attrition attributable to the transition across the full 90-day window.
- The champion network transitions to its Phase 3 bi-weekly cadence as designed, with governance metrics (debrief attendance, FAQ input) still strong after the Day 60 disruption — a good sign the network itself never lost credibility even while other parts of the program did.

Watch items:

- One original success criterion is not yet met: 14% of colleagues still report not understanding how AI-flagged data is or isn't used in performance reviews, against the under-10% target. This is a direct, measurable echo of the policy delay that drove the Day 60 regression — publishing the guidelines stopped the acute trust problem but has not yet fully closed the comprehension gap. Owner: HR Total Rewards + OCM Lead; response window: next scheduled manager communication cycle.

Horizon risks:

- None rated active at this check-in. The initiative is at a natural decision point (close-out vs. continued monitoring) rather than carrying forward an unresolved risk — see Section 4.

3. COMMITMENT TRACKER

Commitment	From Check-In	Status	Next Step
██████ directly addresses the Southeast leader-modeling contradiction with a named, regional communication	Check-In 3 (Day 60)	✓ Complete	Held; no recurrence observed — no further action
HR Total Rewards finalizes and publishes the performance-management guidelines	Check-In 3 (Day 60)	✓ Complete	Published; referenced in manager communications — monitor comprehension via next pulse
OCM Lead schedules a live, unscripted sponsor Q&A addressing the trust-regression signal	Check-In 3 (Day 60)	✓ Complete	Held; well received per pulse feedback — no further action

This Week's Commitments:

- **1. ██████ and the OCM Lead formally decide close-out vs. continued monitoring** this week. Given the outstanding comprehension gap on AI-data-use in reviews, the recommendation is continued quarterly pulse rather than a full close-out. If not done, the one lagging metric has no accountable owner going forward.
- **2. Compliance Owner confirms the published performance-management guidelines are reflected in the HR system and referenced in the next scheduled all-manager communication** within 10 business days. If not done, the recently-resolved trust-regression risk could re-emerge through inconsistent manager answers.
- **3. OCM Lead documents the Day 60 regression event — its cause, correction, and lesson — in the initiative close-out report** for future ██████-style rollouts. If not done, the same policy-timeline slippage risk is likely to repeat in the Bank's next AI implementation.

4. RECOMMENDED ACTIONS — THIS WEEK

See *This Week's Commitments* above. Recommendation: continued quarterly pulse monitoring rather than full initiative close-out, scoped specifically to the AI-data-use comprehension metric — every other success criterion has been met and does not require ongoing dashboard tracking.

5. DIMENSION TREND SNAPSHOT

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

Dimension	Baseline	Prior Check-In	This Check-In	Band	Trend
Leadership	48.1	46.0	30.0	Moderate-Low	↓ Risk falling (-16)
Stakeholder	44.7	45.0	32.0	Low-Moderate	↓ Risk falling (-13)
Capability	23.8	12.0	10.0	Low	↓ Risk falling
Sustainment	25.0	44.0	26.0	Low	↓ Risk falling (-18)
Documentation Time / Interaction	~5 min	~100 sec	~85 sec for 83% of colleagues (target: <90 sec for ≥80%)	—	✅ Target met
Compliance Disclosure Review Rate	—	93%	96% (target ≥95%)	—	✅ Target met
Colleague Quality Scores	—	+0.4 pts	+1.2 pts bank-wide, stable/improved	—	✅ Target met
Redeployment Completion / Attrition	—	348 of 350 placed	350 of 350 placed; zero involuntary attrition	—	✅ Target met
AI-Data-Use Comprehension (colleagues reporting confusion)	—	Not yet measured	14% (target: under 10%)	—	⚠️ Target not met

Four of the five dimension/metric rows tied to the original success definition are fully met at 90 days; one — comprehension of how AI-flagged data is used in reviews — remains above target and is the basis for the continued-monitoring recommendation rather than a full close-out.

6. HISTORICAL SIGNAL SUMMARY

Check-In	Date/Label	Signal	Key Theme
Check-In 1	Baseline, 2026-09-01	● RED	Two unresolved CRITICAL flags at intake
Check-In 2	Day 30, ██████████	⚠ YELLOW	Critical flags resolved; new Sustainment regression at two hubs
Check-In 3	Day 60, ██████████	● RED	Leader-modeling contradiction and trust regression tied to overdue policy work
Check-In 4	Day 90, ██████████	● GREEN	Recovery via named corrective action; 4 of 5 success criteria met

The overall pattern (RED → YELLOW → RED → GREEN) is not a story of steady, passive improvement — it is a story of a real mid-program regression that was caught by the pulse cadence, correctly diagnosed as a leadership and policy problem rather than a training problem, and resolved through specific, named, dated corrective actions. That is the intended function of this Dashboard: not to reassure, but to force exactly this kind of intervention at Day 60 rather than letting it surface for the first time in a 90-day report with no time left to act on it.

GOccelerate™ Adoption & Outcomes Dashboard | Check-In 4 of ██████████ | Generated ██████████ | Next check-in: quarterly pulse (AI-data-use comprehension metric only) — full dashboard cadence closed out

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.