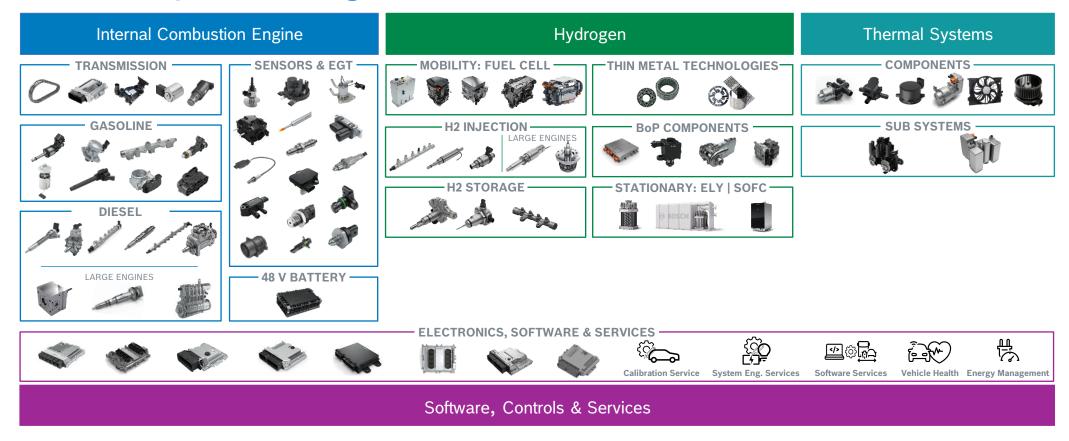
Al Readiness Driven in a Collaborative Network

Samuel Wagner, 21.02.2025



Power Solutions – Exemplary Product Portfolio

70.000 People working on...



BoP: Balance of Plants | EGT: Exhaust Gas Aftertreatment | ELY: Electrolyzer | SOFC: Solid Oxide Fuel Cell







*inspired by: Jöhnk, J et. al. (2020). Ready or Not, AI Comes – An Interview Study of Organizational AI Readiness Factors. https://doi.org/10.1007/s12599-020-00676-7

Projects and Benefits

- · Instruments to support valuable AI ideas
 - Transparent overview of AI projects including cost benefits
- Identifying scalable solutions and methods and support their rollout

Collaborative Network

- Al-drivers across units share and decide on Al according to a common vision, targets and rule set
 - Organizational setups for Al
 - · Al Strategy Board

Market

- · Use the external potentials
- Coordination with customers and suppliers about standards



Knowledge & Enabling

- · Understanding the need for AI and Data
- · Qualify to interact, apply and lead AI
- Active and continuous community contributions

IT Infrastructure

- Needs for Al-ready IT infrastructure
- · Scaling approach for AI solutions

- Standards to give guidance to Al projects
- Standard processes when available, support scalable new processes
- Al Governance: Part of evaluation of regulations



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Senior Data Scientist

Junior Data Scientist

Digital Native

Digital Outsider









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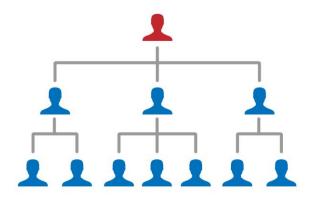
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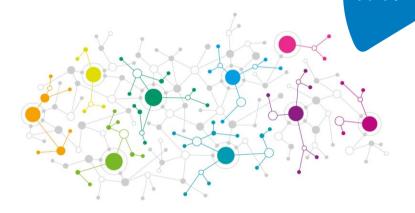
Orga structure blueprints



- ① Defined roles and responsibilities
- ⊕ Clear communication paths
- Intensive collaboration in departments
- Department first
- Communication about crossdepartment topics takes a long time
- Collaboration needs to be approved by many managers



- Managers can identify the right person for a specific project
- People work topic- and functionalwise
- Complex decision-making since individuals have multiple reporting lines



- Flexible and agile collaboration between different functions and locations
- Shared responsibility: distributed to the best experts in multiple organizations
- (the More flexible and adoptable to changes)
- Complex to know who is responsible for what
- Resource allocation needs to be balanced between many parties
- Higher autonomy can lead to challenges in keeping the same targets



2Qq

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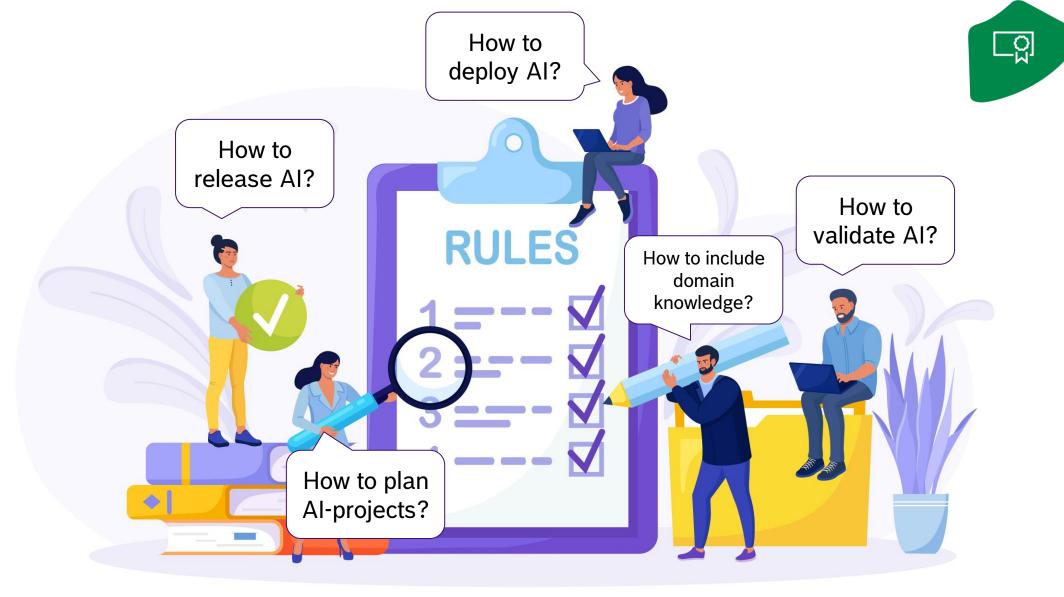
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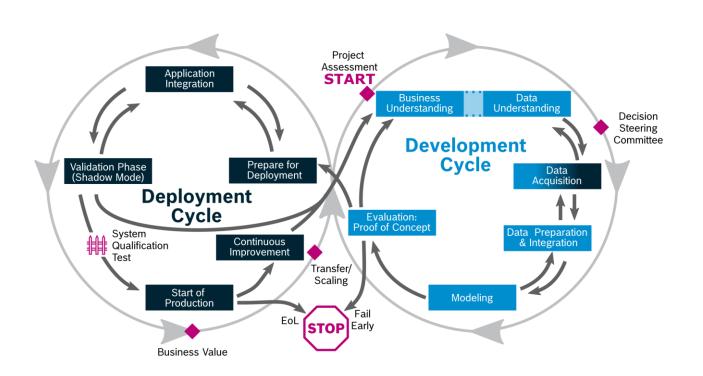






Guiding Principles for AI Quality





From Business Understanding to GoLive and beyond

Needs regarding the algorithm

Needs regarding the data

Needs regarding the project setup

Roles and Responsibilities

Risk Analysis Guidelines



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1 aligned vision

12 Core Members of Al Network

58 AI Coordinators

140 regular participants in expert exchanges

400 people trained

10 conducted Al Innovation Processes

400 running Al-projects

1 method to release Al

Al has become a natural part of our daily business



