



AI 2025: STRATEGY AND EXECUTION PLAN

PRESENTED BY ANAND GUPTA

INTRODUCTION

"AI is not just a tool for efficiency but a driver for competitive differentiation."

- Andrew Ng

This project outlines the strategic implementation of AI 2025, a project pivotal to the company's competitive positioning ahead of a critical merger with its largest competitor. With the merger scheduled for the third quarter, the deployment of AI 2025 is designed to provide a technological edge, optimize demand forecasting, and enhance operational efficiencies, ultimately strengthening the company's negotiation leverage and long-term value.

The project encapsulates a comprehensive plan, including an evaluation of project management methodologies, risk mitigation strategies through pre-mortem analysis, contract type recommendations, key performance indicators, stakeholder analysis, and a project charter. Each element has been developed with a focus on aligning the project's tactical execution with its strategic importance in the broader organizational landscape.

The goal is to demonstrate how AI 2025 is not just a technology upgrade but a transformative initiative integral to the merger's success and the organization's future growth trajectory.

PROJECT MANAGEMENT METHODOLOGIES COMPARISON

Methodology	Key Features	Strengths	Weaknesses	Best Use Cases
Traditional	Sequential phases (waterfall), fixed scope, strict timelines.	Predictable, clear deliverables, structured.	Rigid, less adaptable to changes.	Well-defined, low uncertainty projects.
Agile	Iterative, flexible, continuous feedback.	Adaptable, stakeholder collaboration, faster value delivery.	Complex stakeholder management, risk of scope creep.	Complex, dynamic, tech-heavy projects.
Sprint (Scrum)	Short, time-boxed cycles with specific goals.	Rapid delivery, clear focus, frequent feedback.	Resource-intensive, requires high team discipline.	Time-sensitive, iterative development.

WHY AGILE IS RECOMMENDED FOR AI 2025?

"Adopting Agile principles can accelerate AI development, but it's critical to maintain executive alignment to avoid strategic drift." - Dan Montagna

Why is flexibility crucial for AI 2025?

The project involves integrating tools across diverse business units with competing interests. Agile allows adjustments based on evolving stakeholder needs and feedback, reducing resistance.

Why does stakeholder involvement matter?

Business unit leaders have historically been proud of their tools. Agile emphasizes stakeholder engagement, fostering collaboration and minimizing resistance to change.

Why is iterative development needed?

TPZ is known for delivering standardized schedules. Agile enables iterative reviews, ensuring client requirements are integrated, and outputs align with the Company's needs.

Why is managing uncertainty important?

With upcoming layoffs and potential friction, Agile's adaptive nature helps handle unforeseen challenges and ensures a smooth transition during organizational restructuring.

Why prioritize deliverables that impress stakeholders?

AI 2025's dashboard must appeal to executives and Wall Street. Agile's focus on delivering value early allows showcasing incremental results, building confidence and momentum.

PRE-MORTEM ANALYSIS

Potential Cause	Why It Could Happen	Mitigation Strategy
Stakeholder Misalignment	Business units resist consolidation, fearing loss of control or layoffs.	Facilitate early, continuous collaboration through workshops and regular feedback cycles.
Inadequate Change Management	Lack of clear communication on why the change is necessary or how it will benefit the organization.	Create a robust communication plan, led by Liz, to address concerns and emphasize benefits of the tool.
Technical Missteps by TPZ	TPZ focuses on tech deliverables without sufficient input from the operational teams.	Establish a steering committee to oversee alignment between TPZ's deliverables and business needs.
Executive Unrealistic Expectations	Dashboard does not meet the "slick" and simple expectations of the leadership team.	Conduct iterative design reviews involving executives to refine dashboard requirements early.
Underestimated Integration Challenges	Complexities in consolidating two distinct forecasting tools delay rollout.	Perform detailed system mapping and phased integration testing before implementation.
Budget and Time Overruns	Misalignment in project scope due to evolving requirements or unanticipated obstacles.	Use Agile methods to prioritize deliverables and adjust timelines incrementally.
Loss of Critical Talent	Layoffs or demoralization during the transition lead to knowledge gaps and execution challenges.	Retain key talent as advisory resources throughout project rollout.

CONTRACT TYPE RECOMMENDATION

"Change management and clear communication are non-negotiable for consolidating tools and achieving cost savings in projects."

- Hannah Melville

- ❖ Primary Contract Type: **Fixed Fee with Milestone-Based Payments** for TPZ's AI technology development.
- ❖ Complementary Contract Type for IT Tasks: **Time & Materials (T&M)** for integration and change management tasks handled by IT.
- **Why Fixed Fee?**
 - **Budget Predictability:** Provides a clear, upfront cost structure for the \$10M budget, aligning with the Company's goal of controlling costs during the merger.
 - **Risk Mitigation:** Shifts financial and delivery risks to TPZ, holding them accountable for delivering within scope and timeline.
 - **Incentivized Performance:** Tying payments to milestone achievements ensures consistent progress and quality output.
 - **Project Complexity:** TPZ's fixed fee approach ensures the development phase proceeds smoothly, critical for AI 2025's aggressive timeline and technical requirements.
- **Proposed Milestones:**
 - **Phase 1:** Project kickoff, stakeholder alignment, and requirements gathering.
 - **Phase 2:** Delivery of initial AI tool prototype.
 - **Phase 3:** Full system development and dashboard integration.
 - **Phase 4:** Final testing and deployment.
- **Why T&M?**
 - **Flexibility for Evolving Needs:** Allows IT to respond to unforeseen challenges in integration and user adoption.
 - **Adaptability for Change Management:** Addresses resistance from Forecast Teams and supports tailored solutions during rollout.
 - **Parallel Execution:** Enables the IT team to align integration efforts dynamically with TPZ's progress.
- **Risk Mitigation Measures**
 - **Clear Change Control Process:** Ensures any scope adjustments are reviewed and approved by stakeholders.
 - **KPIs and Milestone Validation:** Progress and payments tied to specific deliverables, such as functionality testing and rollout readiness.
 - **Incentives for Early Delivery:** Rewards TPZ for delivering ahead of schedule or exceeding performance metrics.

KEY PERFORMANCE INDICATORS (KPI'S) FOR AI 2025: DRIVING STRATEGIC SUCCESS AHEAD OF THE MERGER

"What gets measured gets managed." — Peter Drucker

Purpose of KPIs:

The KPIs for AI 2025 must not only measure the project's progress and performance but also align with the strategic goals of facilitating a seamless merger with the largest competitor. The initiative's success is crucial to enhancing the Company's value proposition during negotiations and showcasing operational efficiency post-acquisition.



KPI'S FOR AI 2025: PAVING THE WAY FOR A SEAMLESS MERGER



1. Pre-Merger Impact KPIs

Integration Readiness Score:

Assesses the preparedness of AI 2025 to consolidate demand forecasting across both business units, ensuring a unified system is in place before Q3.

Forecast Accuracy Alignment:

Monitors the synchronization of forecasting methods and results between the current and competitor's tools (target: <3% deviation).

Executive Dashboard Showcase

Readiness: Tracks the readiness of the executive dashboard for use in merger discussions to demonstrate technological superiority.



2. Financial and Operational Synergy KPIs

Cost Reductions Achieved Pre-Merger:

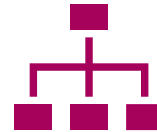
Tracks realized savings from layoffs and operational efficiency prior to Q3, showcasing immediate financial benefits of AI 2025.

Consolidation Savings Rate:

Measures cost efficiencies from eliminating redundant tools and processes in both business units.

Technology Alignment with

Competitor Systems: Evaluates the compatibility of AI 2025 with the competitor's operations to minimize integration challenges post-merger.



3. Change Management and Organizational KPIs

Stakeholder Alignment Score:

Gauges the level of buy-in from both business units and key merger stakeholders (target: >90% agreement on AI 2025 implementation goals).

Cross-Business Unit Collaboration

Index: Tracks the effectiveness of collaboration between the two business units in unifying forecasting practices under AI 2025.

Employee Transition Metrics:

Monitors the smooth transition of roles affected by the layoffs and their impact on team morale.



4. Project Delivery and Technical KPIs

On-Time Delivery: Ensures AI 2025 is fully operational by the start of Q3 to align with merger timelines.

System Reliability: Tracks uptime and error rates post-rollout, ensuring the tool is dependable during critical negotiations.

Scalability Readiness: Validates that AI 2025 can scale to integrate data and operations from the competitor after the merger.

ADDITIONAL BIG-PICTURE INSIGHTS

Negotiation Leverage

AI 2025 is a bargaining chip to demonstrate technological edge, operational efficiency, and strategic foresight to the competitor and stakeholders. KPIs related to cost savings, readiness, and accuracy will strengthen the Company's position.

Post-Merger Synergies

By aligning tools and processes pre-merger, AI 2025 will mitigate risks, reduce redundancy, and simplify integration, avoiding the inefficiencies seen in past acquisitions.

Investor Confidence

Executives can use metrics like Forecast Accuracy Improvement and Executive Dashboard Readiness to reassure Wall Street and showcase progress in addressing historical operational inefficiencies.





Project Title: AI 2025 Implementation for Operational Forecasting
Project Sponsor: CEO, Company
Project Manager: Anand Gupta
Date: November 18, 2024



Project Purpose and Justification



The purpose of this project is to implement the **AI 2025 forecasting tool**, an AI-driven solution designed to improve operational efficiencies and forecasting accuracy. With the company preparing for a merger with its largest competitor, this project aims to enhance forecasting capabilities ahead of the merger, thereby strengthening the company's competitive position in negotiations. The successful implementation of AI 2025 will help reduce forecasting errors, improve cost efficiency, and provide operational insight for stakeholders, ensuring smoother integration with the competitor's systems post-merger.

PROJECT CHARTER

Project Objectives

Primary Objective: Implement AI 2025 to improve forecasting accuracy and operational efficiency before the Q3 merger deadline.

Specific Objectives:

- Deploy AI 2025 by the end of Q2, enabling forecasting improvements in preparation for merger discussions.
- Achieve a 10% improvement in forecasting accuracy by Q3.
- Reduce operational costs by 15% through process optimization enabled by AI 2025.
- Ensure a seamless integration with the systems of the competitor post-merger.

Project Scope

In-Scope:

- Development and deployment of AI 2025 for forecasting.
- Integration of AI 2025 with existing business systems.
- User training and stakeholder engagement activities.
- Design of executive dashboards to track forecasting accuracy and operational performance.

Out-of-Scope:

- Post-merger AI 2025 adaptations for the competitor's systems.
- AI applications beyond forecasting and operational improvements.

Key Deliverables

AI 2025 system implemented and operational by the end of Q2.

Executive dashboards displaying improved forecasting and operational metrics.

Documentation of cost reductions and process improvements achieved by AI 2025.

Training and support materials for end-users, including management and operational teams.

PROJECT TIMELINE

Phase	Timeline	Description
Phase 1: Planning & Design	January - February	Requirement gathering, stakeholder alignment, and development roadmap.
Phase 2: Development & Testing	March - April	AI tool development, system testing, and validation of forecasting tools.
Phase 3: Deployment & Rollout	May - June	AI 2025 implementation, employee training, and initial adoption.
Phase 4: Merger Preparation	July - August	Presentation of results, readiness assessment for post-merger integration.

**BUDGET
OVERVIEW
TOTAL
ESTIMATED
BUDGET (T & M) :
\$ 2 MILLION**

Cost Item	Estimated Budget	Description
Development and Testing	\$1.2 million	Includes software development, system testing, and validation.
Training & Change Management	\$300,000	Includes training programs and workshops for key stakeholders.
Integration & Support	\$500,000	Includes system integration and technical support.

RISKS AND MITIGATION STRATEGIES

Risk	Impact	Mitigation Strategy
Delay in system development	High	Expedite initial development; increase resource allocation.
Resistance to change from employees	Medium	Implement a change management plan with early engagement and training.
Integration issues with competitor's system	Medium	Conduct early-stage assessments and involve technical teams early in planning.

KEY
STAKEHOLDERS

“PROJECTS SUCCEED
OR FAIL BASED ON
HOW WELL THE
STAKEHOLDERS ARE
MANAGED.”

– JIM HIGHSMITH

Stakeholder	Role	Responsibilities
Project Sponsor	Executive Leadership	Provide funding, approve major decisions, and offer strategic guidance.
Project Manager	Project Execution	Lead the project, ensure milestones are met, and report progress.
IT Department	Technical Implementation	Design, develop, and test the AI 2025 tool.
Business Units	Operational Readiness	Provide requirements, feedback, and assist in system adoption.
Competitor’s IT Team (Post-Merger)	System Integration (Post-Merger)	Ensure systems work together seamlessly during integration.

SUCCESS CRITERIA



AI 2025 system successfully deployed by end of Q2 with >95% uptime.



10% improvement in forecasting accuracy as measured by operational and financial data.

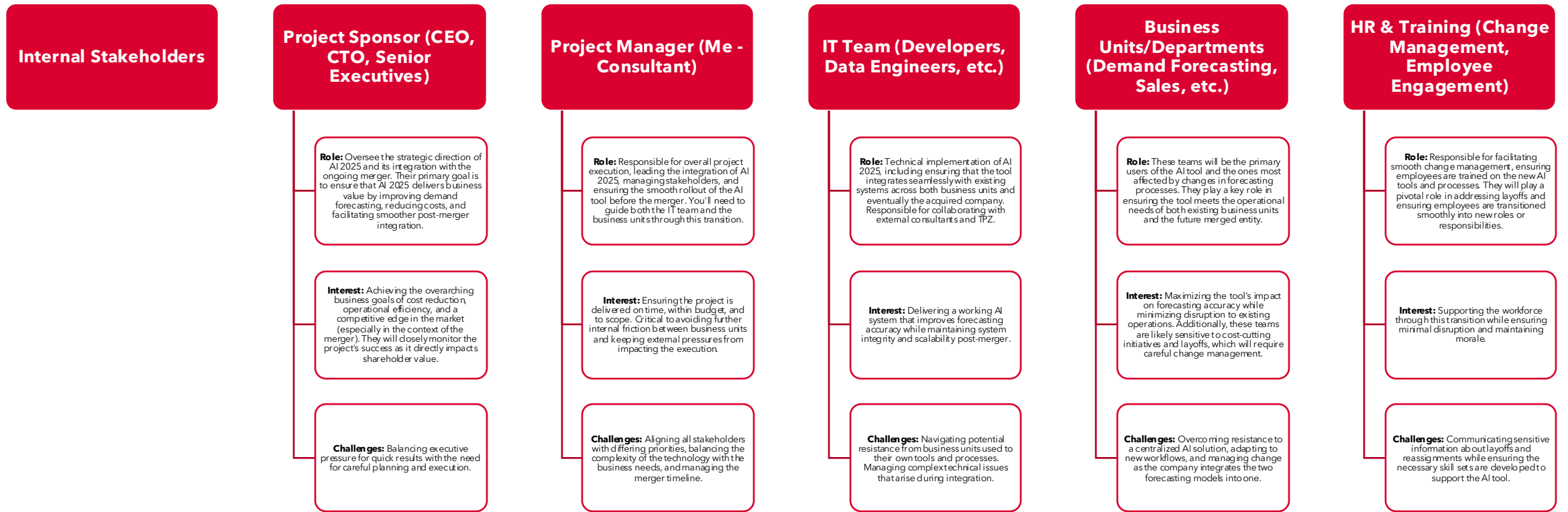


15% cost reduction in operational expenses directly attributable to AI-driven efficiencies.



Full **stakeholder adoption** and alignment for merger negotiations.

STAKEHOLDER ANALYSIS



External Stakeholders

Merger Partners (Key personnel from the acquired company)

Role: As the company is set to acquire its largest competitor, the merger partners will be critical in understanding and integrating the AI 2025 tool into their operations, potentially reshaping demand forecasting across the new combined company.

Interest: Ensuring the smooth integration of AI 2025 in a way that aligns with the goals of the merger (e.g., driving cost savings, improving efficiency, and aligning forecasting methodologies across the company).

Challenges: Integrating AI 2025 into existing systems and processes, particularly if there are differences in how the two companies approach forecasting or utilize data.

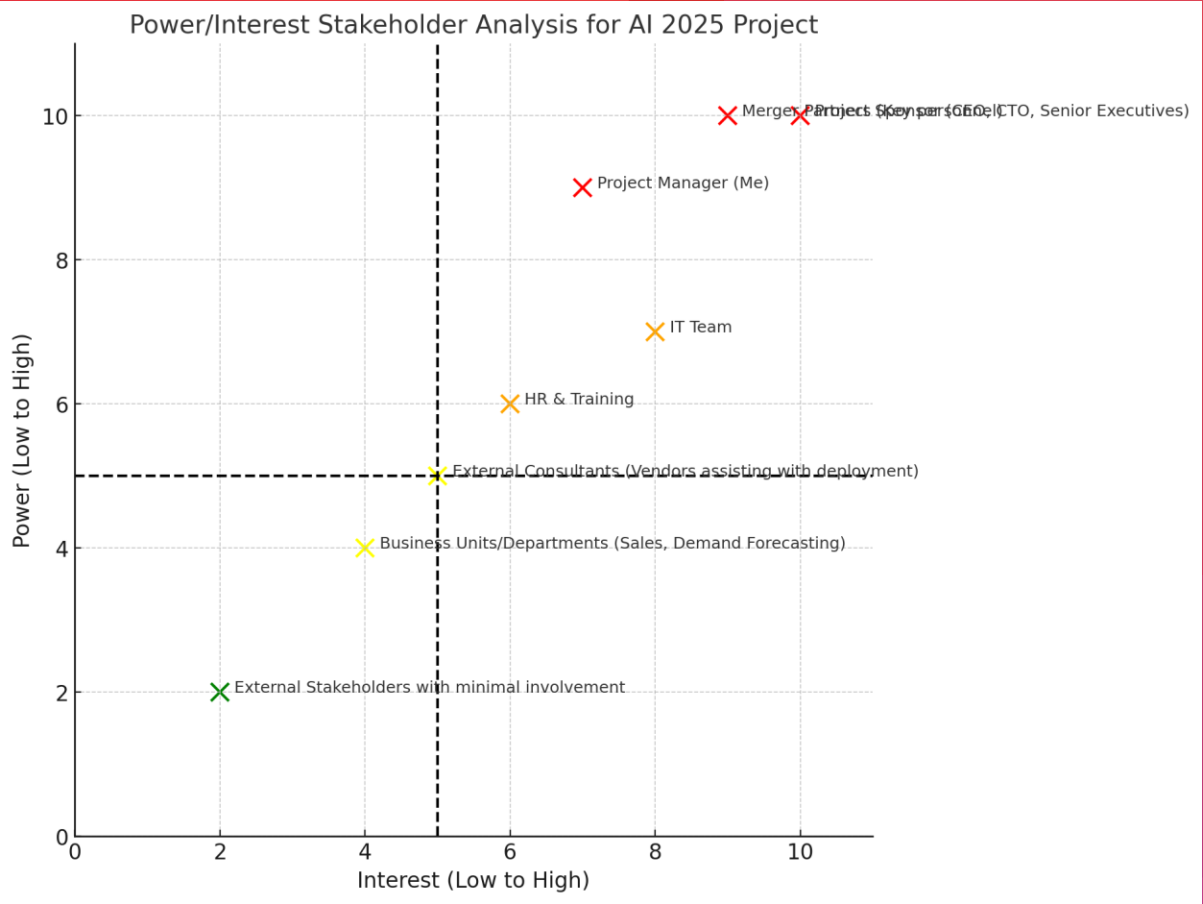
External Consultants (Vendors assisting with deployment, TPZ)

Role: TPZ will manage the technology development and ensure the AI tool is built according to specifications. Your role is to manage them, ensuring their deliverables are aligned with business needs and that the project is executed successfully.

Interest: Delivering a successful AI tool on time and within the agreed scope. TPZ's involvement will be critical in ensuring the tool is scalable, integrates well with existing systems, and meets the desired outcomes.

Challenges: Managing the vendor relationship to ensure TPZ aligns with the project's timelines, business objectives, and change management requirements, all while balancing the risks of using an external vendor.

Power-Interest Grid



Power/Interest	High Power, High Interest	High Power, Low Interest	Low Power, High Interest	Low Power, Low Interest
Stakeholders	<ul style="list-style-type: none">Project Sponsor (CEO, CTO, Senior Executives)IT TeamProject Manager (Me)Merger Partners (Key personnel)	<ul style="list-style-type: none">HR & TrainingExternal Consultants (Vendors assisting with deployment)	<ul style="list-style-type: none">Business Units/Departments (Sales, Demand Forecasting)	<ul style="list-style-type: none">External Stakeholders with minimal involvement (e.g., non-critical external vendors)

TRUE GOAL OF AI 2025

"True transformation happens when technology is paired with a clear vision and the agility to adapt as challenges emerge."

– Jeff Gardner

"To seamlessly integrate AI technologies into the organization's operational and strategic frameworks by 2025, in alignment with the merger, to drive innovation, improve decision-making, enhance efficiency, and deliver competitive advantages in an increasingly digital and AI-driven market."

KEY ASPECTS OF AI 2025'S TRUE GOAL

Strategic Alignment with the Merger:

- **Merging with the Competitor:** The integration of AI 2025 will play a crucial role in aligning the merged organizations by providing unified digital capabilities, ensuring smoother operations across the newly expanded business.
- **Enhanced Negotiation Terms:** By implementing AI 2025 before the merger, the organization can present itself as more forward-thinking and competitive, which can potentially lead to better merger terms and smoother negotiations.
- **Synergies with Acquired Teams:** AI integration will also enable the merging organizations to synchronize their operations, data, and technological platforms, creating operational synergies and reducing redundancy.

Operational Efficiency and Innovation:

- **Process Automation:** AI 2025 will automate repetitive tasks, enabling operational teams to focus on higher-value work, which will result in improved productivity and reduced operational costs.
- **Data-Driven Decision Making:** With AI tools integrated, leadership and departments can make better, faster decisions based on real-time, actionable insights derived from the data, improving forecasting, resource allocation, and customer targeting.
- **Optimizing Supply Chain and Resource Allocation:** AI's predictive capabilities can help improve demand forecasting, optimize inventory management, and streamline the supply chain—critical for both current operations and post-merger integration.

Enhancing Stakeholder Value:

- **Improved Customer Experience:** With AI's ability to analyze customer behavior, personalize offers, and improve customer service, AI 2025 will enhance the customer experience, leading to higher satisfaction and loyalty, which is crucial for long-term growth.
- **Competitive Edge:** The AI integration provides the organization with the necessary technological foundation to outperform competitors, respond to market demands more efficiently, and keep ahead of industry trends.
- **Risk Mitigation:** AI 2025 can proactively identify risks and inefficiencies in business operations, giving stakeholders the foresight to address issues before they escalate, thus ensuring smoother project execution and business continuity.

AI Integration as a Cultural and Technological Shift:

- **Employee Training and Change Management:** AI 2025 is not just a technological shift but also a cultural one. HR and leadership will need to focus on training employees to adopt AI-driven workflows, fostering an AI-ready culture across the organization.
- **Leadership in the Industry:** By implementing AI 2025 ahead of competitors, the organization will establish itself as a leader in AI adoption within its industry, setting the stage for continued innovation and growth.
- **Scalable and Sustainable Growth:** The integration of AI will empower the organization to scale operations with increased efficiency, making it easier to handle future growth and demand fluctuations without proportionally increasing resource costs.

CONCLUSION

The **True Goal of AI 2025** is not merely the technical deployment of AI tools but rather the strategic deployment of AI to drive efficiency, foster innovation, and ensure that the company is better positioned to thrive post-merger. AI 2025 serves as a critical enabler of the company's long-term vision to stay competitive in an increasingly AI-centric market, streamline operations, and maximize stakeholder value, all while ensuring a smooth transition during the merger process.

This integrated approach to AI will provide the foundation for sustained innovation, operational excellence, and a leadership position in the industry.

"The future belongs to those who prepare for it today." – Malcolm X

NEXT STEPS FOR AI 2025 INTEGRATION

Finalize Project Charter & Get Approvals

Present the charter for stakeholder review and approval

Confirm budget and resource allocation

Assemble Project Management Team

Appoint project manager and key leads (technical, business, HR)

Assign roles and responsibilities

Conduct Stakeholder Workshops

Align expectations with internal and external stakeholders

Assess training and skill gaps for AI adoption

Develop Detailed Implementation Roadmap

Define AI integration timeline, milestones, and dependencies

Identify key AI solutions and systems for deployment

Launch AI Pilot Programs

Initiate small-scale AI pilots in selected business units

Gather feedback to refine solutions and processes

Develop Change Management & Communication Plan

Ensure smooth adoption through targeted communications

Begin organizational readiness activities

Integrate AI with Existing Systems

Implement AI-driven solutions within current workflows

Align integration with merger plans for future scalability

Monitor & Measure Progress

Set KPIs to track performance and AI impact

Conduct regular status updates with leadership

Prepare for Post-Merger Scaling

Plan infrastructure for scaling AI post-merger

Collaborate with merged teams for seamless integration

TIMELINE OVERVIEW

Q1 2025

Finalize charter, workshops, and assessments

Q2 2025

Pilot programs and detailed roadmap development

Q3 2025

Full AI integration and change management

Q4 2025

Final evaluation and post-merger scaling



CONCLUSION: AI 2025 – DRIVING STRATEGIC TRANSFORMATION

Strategic Vision: AI 2025 is not just a tool—it's a pivotal driver for **streamlining operations** and **enhancing forecasting accuracy** ahead of a critical merger. It's the company's chance to set the stage for smoother integrations, smarter decision-making, and better financial outcomes.

Methodology: Leveraging **Agile** for **flexibility** and **collaboration**, enabling rapid feedback and alignment across teams while mitigating risks in the fast-paced environment of mergers and acquisitions.

Core Deliverables:

- **AI Integration:** Unified forecasting tool to replace legacy systems.
- **Executive Dashboard:** A simple, elegant, real-time summary of key performance metrics to impress stakeholders and external partners.
- **Change Management:** Equipping teams for smooth transitions and minimizing disruption, especially amidst internal restructuring and layoffs.

Timeline Milestones:

- **Project Initiation:** Q1 2025—kickoff and finalization of project scope and charter.
- **Key AI Development:** Q2 2025—initial tool rollout and integrations.
- **Full Implementation:** Pre-merger deadline by **Q3 2025**—AI 2025 live, ready for post-merger success.

Success Metrics:

- **Forecasting Accuracy:** Achieving measurable improvements in sales predictions.
- **Cost Reduction:** Impact on operational efficiency and staff optimization.
- **Stakeholder Satisfaction:** Effective adoption across business units, seamless integration.
- **Employee Readiness:** Training completion and transition management success.

**THANK
YOU !**

"As we stand at the crossroads of technological evolution, the integration of AI2025 is not merely a project—it's a strategic turning point. This is an opportunity to not only advance our capabilities but to reshape our industry landscape, drive innovation from within, and secure our place as leaders in the future of business. The true value of this endeavor lies not just in execution, but in its power to redefine how we engage, adapt, and thrive in an ever-changing world."

