

# AI Readiness Checklist for HR and Business Leaders



Small businesses and HR teams find themselves lured into AI technology, but often at a cost. MIT reported 95% of companies investing in AI tools get zero return on AI investments.

**The data is clear: if your business isn't ready for AI, you won't get out what you put in.**

This checklist—created in partnership with Sami Mian, Ph.D., Executive Vice President of Innovation and AI at Vensure—helps companies evaluate the "why" of AI before they make a purchase.

**Use this checklist to spot gaps, spark ideas, and build a smarter, more connected HR strategy.**

## 1. Data Foundation

- Do you have centralized, accurate employee and payroll data?
- Are your systems integrated or does information live in silos?
- Can your team easily access and analyze key HR metrics?

## 2. Technology Integration

- Are your HR, payroll, and benefits systems connected under one platform?
- Are manual uploads or duplicate entries slowing down your processes?
- Do you rely on multiple vendors for HR tasks that could be unified?

## 3. Compliance and Security

- Is your employee data securely stored and compliant with current regulations?
- Do you have clear policies for how AI or automation tools use data?
- Are your HR systems regularly audited to ensure data integrity and regulatory compliance?

## 4. Strategic Alignment

- Have you identified which HR functions could benefit most from AI?
- Do you have KPIs in place to measure AI-driven impact and ROI?
- Are you prepared to scale AI adoption as your organization grows?

## Next Step: Build Your Foundation for AI Success

Artificial Intelligence can only perform as well as the data behind it—and that's where most organizations struggle. If your systems, vendors, or data sources aren't connected, even the smartest AI tools can fall short.

**VensureHR's unified ecosystem provides a healthy foundation.**

By integrating HR, payroll, benefits, and compliance under one seamless platform, we help you:



### Eliminate vendor friction

No more juggling multiple providers or disconnected systems



### Simplify integrations

Streamline workflows and centralize data for real-time insights



### Unlock intelligence

Empower your HR team with accurate, actionable information that drives smarter decisions

**Your path to AI success starts with clarity.**

## Next Steps for AI Evaluation

This tool is a roadmap to help you prioritize investments, align your teams, and confirm data readiness. Check off what's already in place, flag areas that need improvement, and use your findings to spark conversations.

When you're ready, our experts will guide you through a no-cost business evaluation. Together, we'll identify opportunities to improve systems, strengthen your data foundation, and build a future-ready HR framework.

**Schedule your no-cost business evaluation today.**

[Evaluate Now](#)