

*Three AI task forces.
Two Centres of Excellence.
One unchanged approval board.*

The 5 Stages of Organisational Grief

Your organisation isn't resisting AI.
It's grieving the operating model it's been asked to give up.

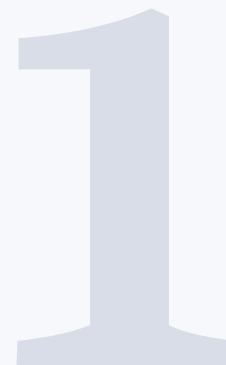
Swipe to find out which stage you're in

Denial

Structural object: SOPs and KPIs

"We don't have a structural problem. We have an execution problem."

AI is treated as a faster calculator.
Better alignment. Tighter metrics. Faster iterations.
The machinery stays the same. The results do too.



Bargaining

Structural object: Innovation Labs, Centres of Excellence, AI Task Forces

"We can transform without changing core governance."

Influence is granted. Authority is not.
The lab is funded. The factory floor is protected.
This is not transformation. It is the simulation of transformation.



Anger

Structural object: Audit reports and leadership churn

"The previous team failed. New partners needed."

Consultants replaced. Departments restructured.
The industrial-era policies that throttled the initiative: untouched.

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Depression

Structural object: The Compliance and Risk Shield

"We are too big, too regulated, too complex to change."

Complexity becomes a defense mechanism.
Security reviews become philosophical debates about losing control.
The organisation uses its own size to justify stasis.



Acceptance

Structural object: Reconfigured funding and authority models

"The operating model itself must change."

Authority moves to where information is produced.
Capital moves at the speed of the work.
The factory mindset is surrendered. Transformation begins.



Transformation does not begin when an organisation finds a new technology.

It begins when it identifies what it must stop protecting.

Which stage is your organisation in right now?

Tell me in the comments.
