



Human-AI Co-Adaptation: A Core Driver of Adoption and Value Realization

Sustained AI Adoption Depends on Governance,
Workforce Empowerment, and Use-Case, Workflow,
& Risk Fit Evolving with the Technology

Dr. Linda Hermer, Ph.D.

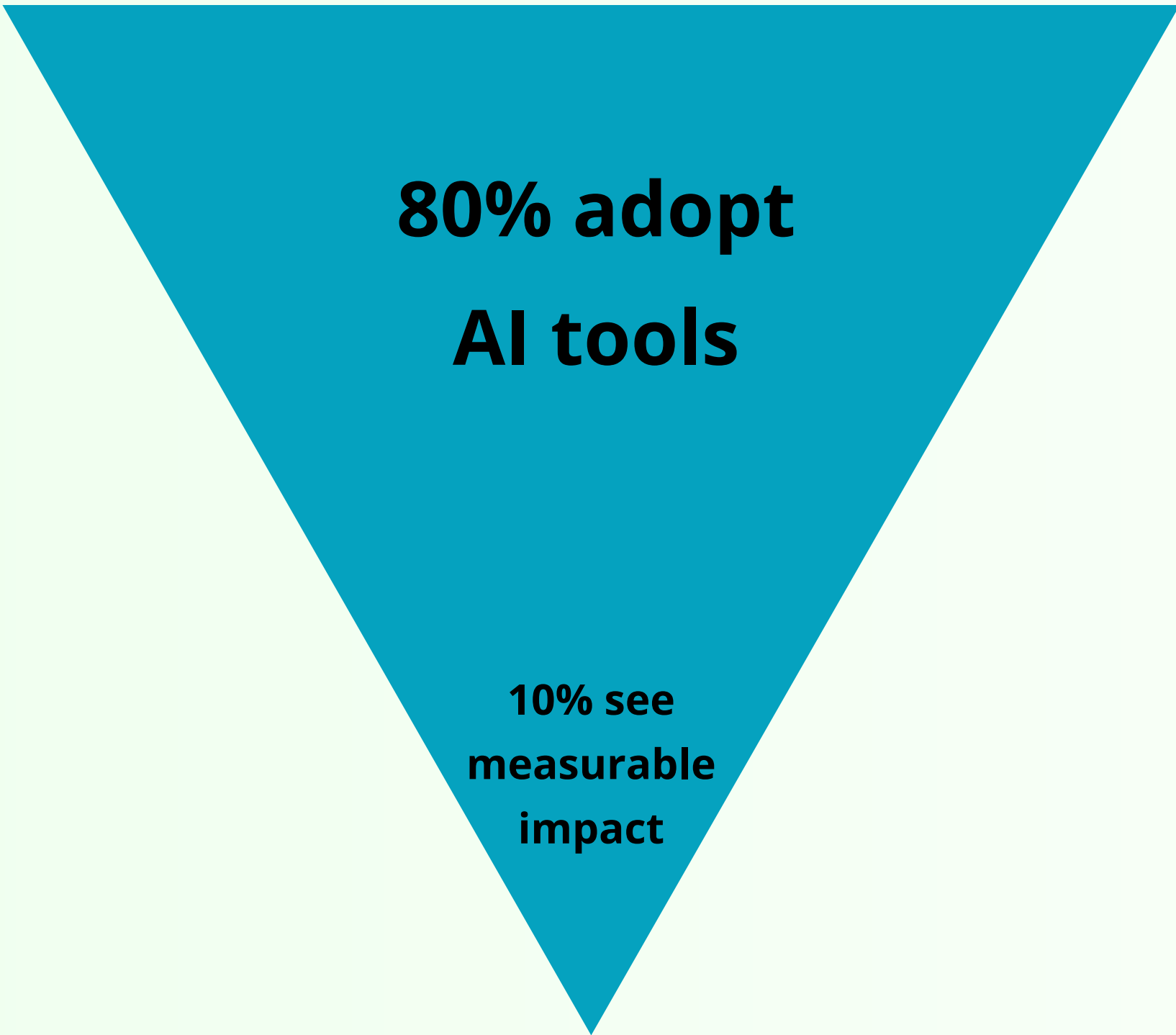
**AI Adoption, Enterprise Transformation, & Value Realization
Leader**

CEO, Vantage Precision AI

Chief Data Strategy Officer, Ammon Labs



AI Adoption Common, But Scaling with Impact Is Not



**80% adopt
AI tools**

**10% see
measurable
impact**

**Most enterprises are
adopting AI**

**Far fewer are realizing
measurable impact**

AI Cannot Scale on Weak Foundations

1. Data readiness

E.g.: Data quality, data integration, consistent definitions, weak lineage

2. Model/tool readiness

E.g.: Model accuracy, reliability, explainability, security

3. Enterprise integration readiness

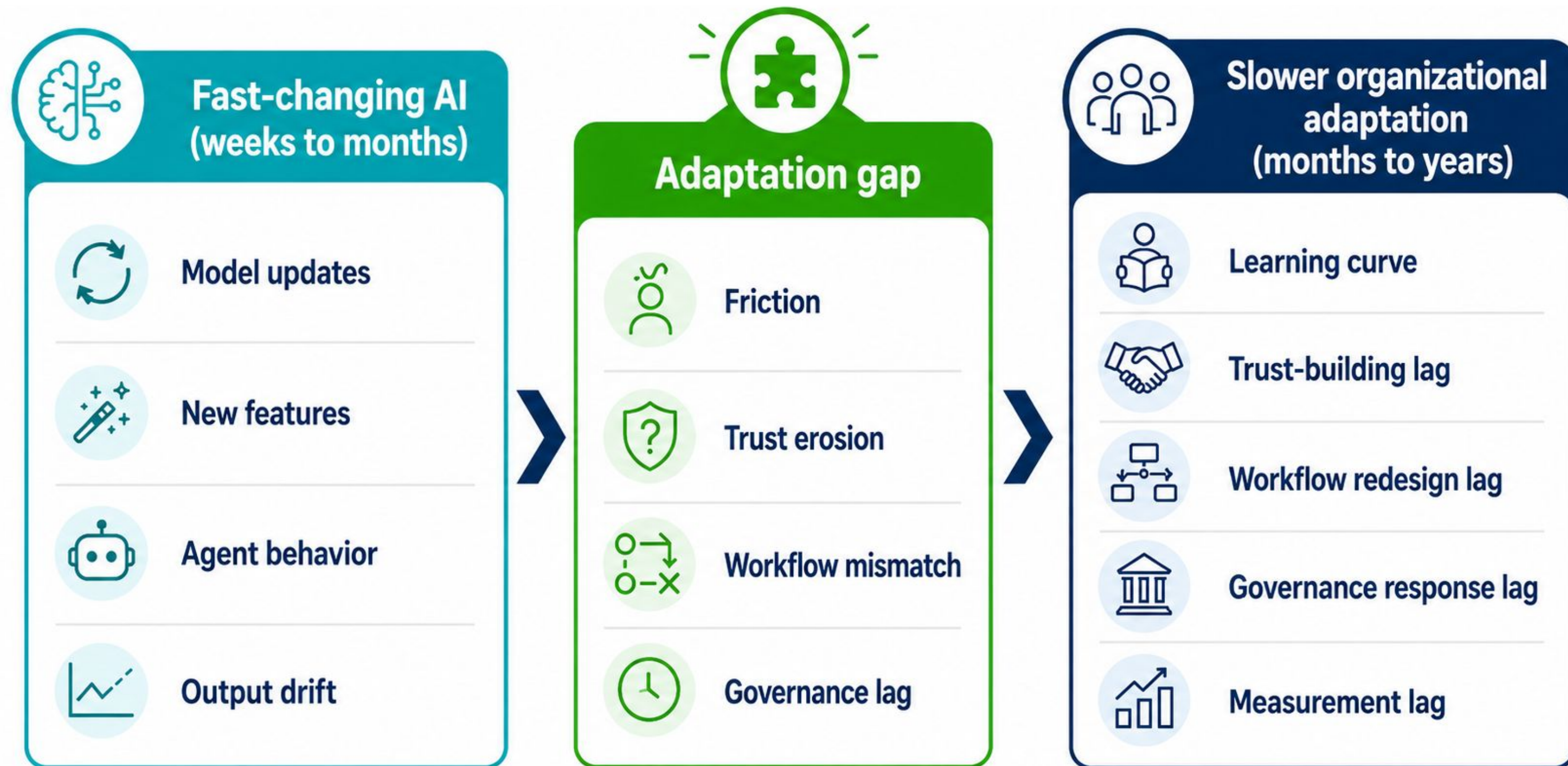
E.g.: Interoperability, APIs, EHR/CRM/ERP/workflow integration, user permissions, deployment architecture

4. Risk, compliance & control readiness

These are necessary but insufficient for use-case fit, workflow fit, trust, broad and deep adoption, and measurable impact.

Under-Recognized Determinants

Most organizations cannot adapt as fast as AI changes.

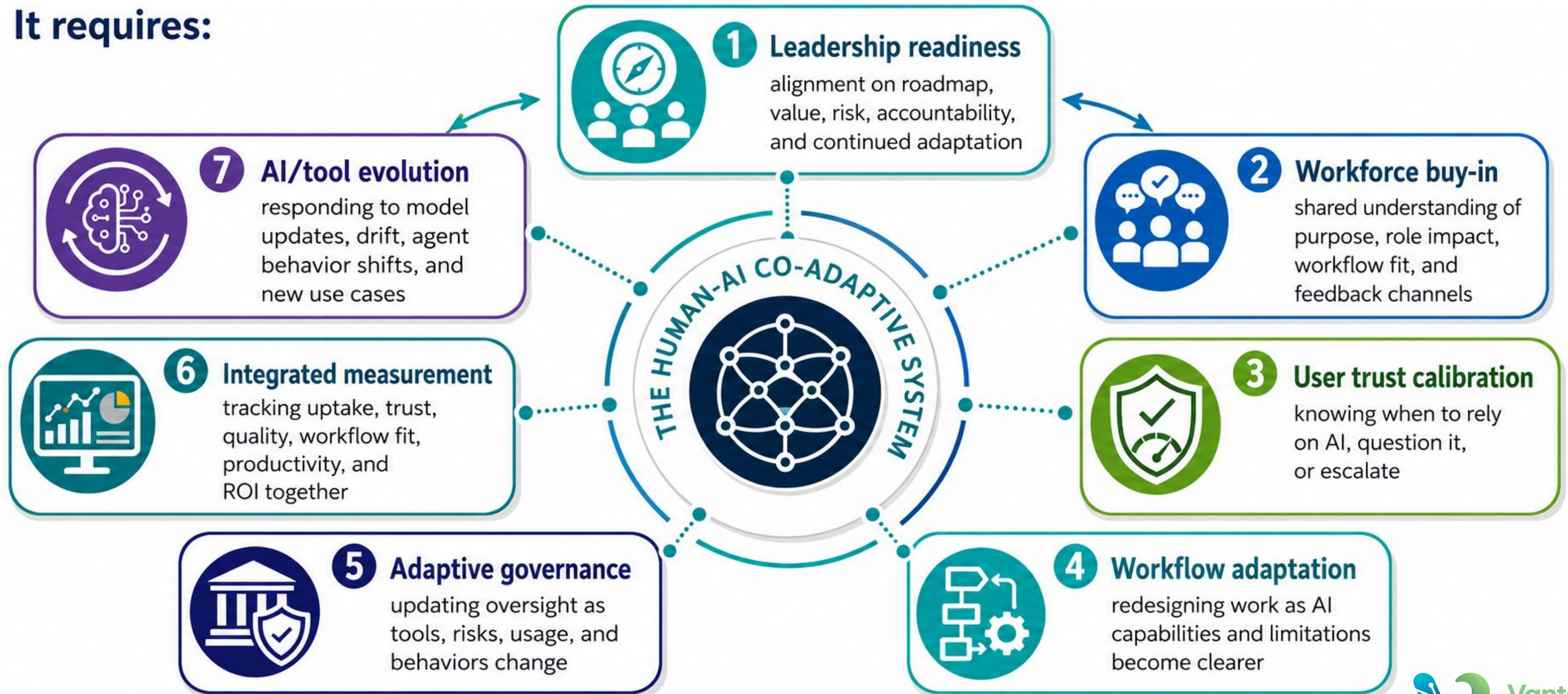


The adaptation gap is where AI adoption stalls.

The Dynamism in AI Requires Human-AI Co-Adaptation

Human-AI co-adaptation is the process by which the enterprise and AI system continuously adjust to each other.

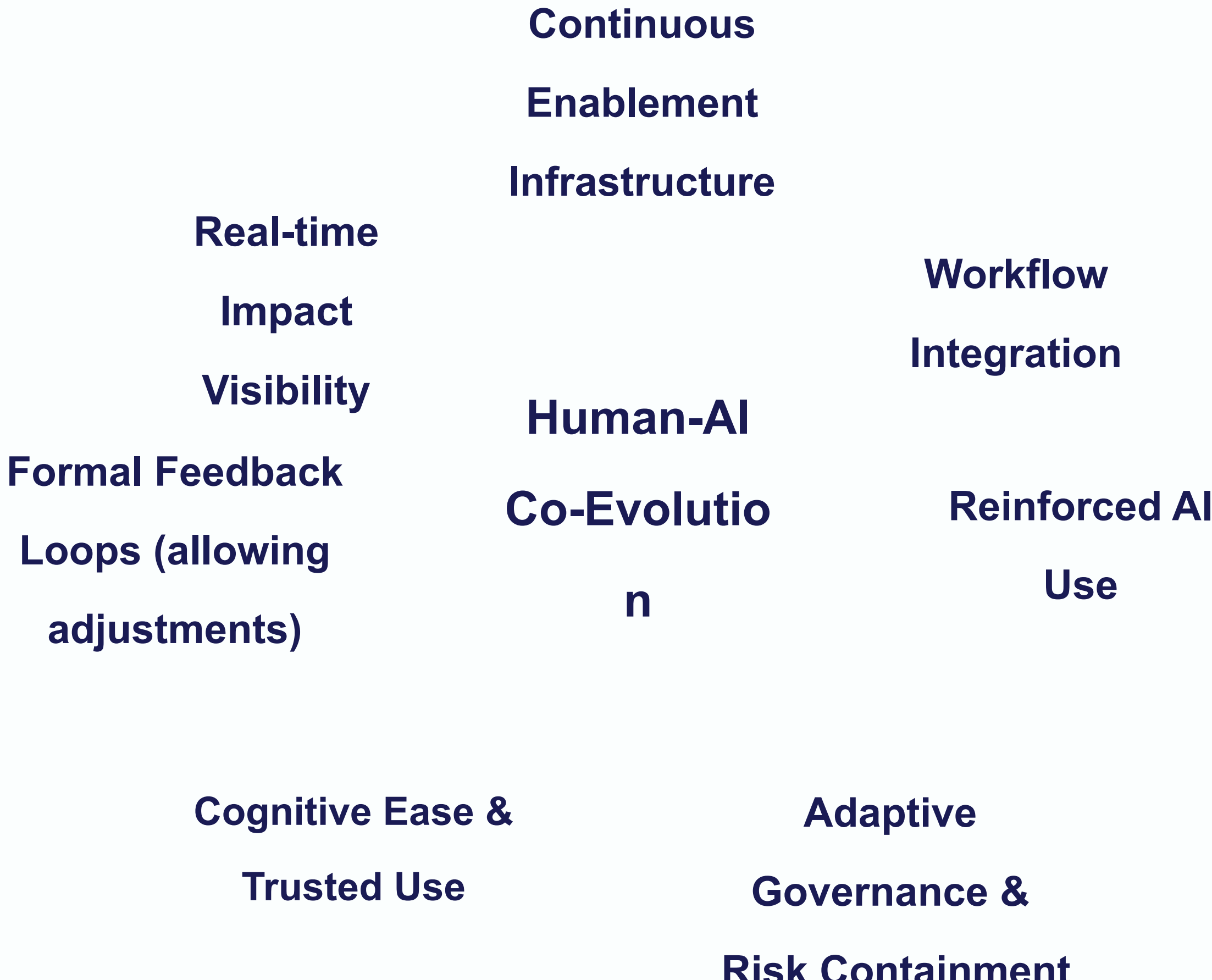
It requires:



Human-AI Co-Adapting Operating System



Infrastructure for Durable AI Performance, Governance, and ROI



CAIO Operating Layers

- Signal Intelligence
- Dynamic, Workflow-Integrated Workforce Enablement
- Adaptive Governance
- Longitudinal Impact Analytics

Dynamic Workforce Enablement

Simple Examples



At Launch

Role-specific job aids

**2-minute use-case
micro-videos**

**AI power user
“Champions”**

Office hours

After Update Occurs

**2-minute
use-case**

**micro-videos
In-workflow “what
changed” prompts**

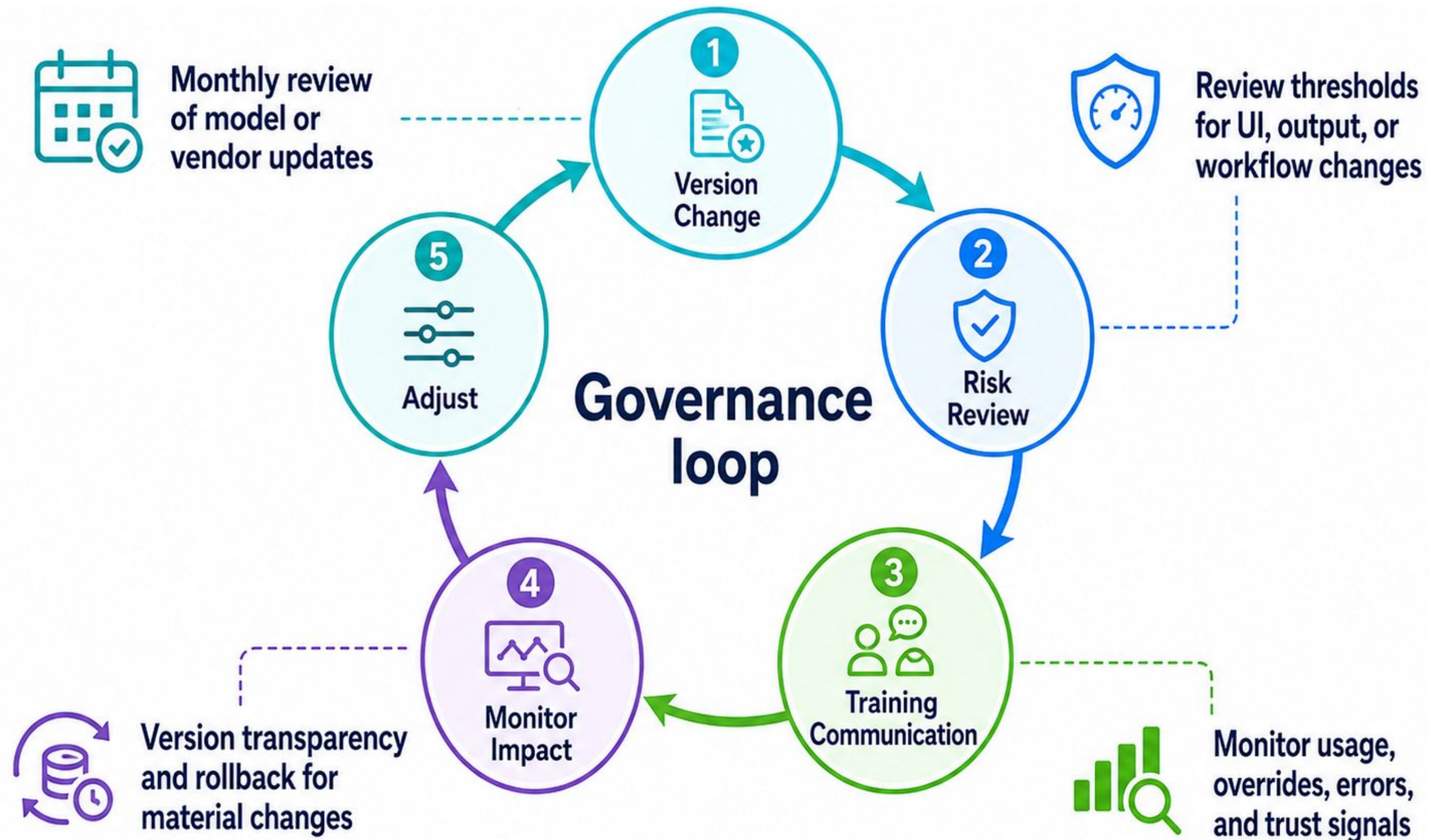
As Drift/Mutation Is Occurring

Feedback mechanisms

Rapid-response support

Dynamic Governance

Simple Examples



Case Study

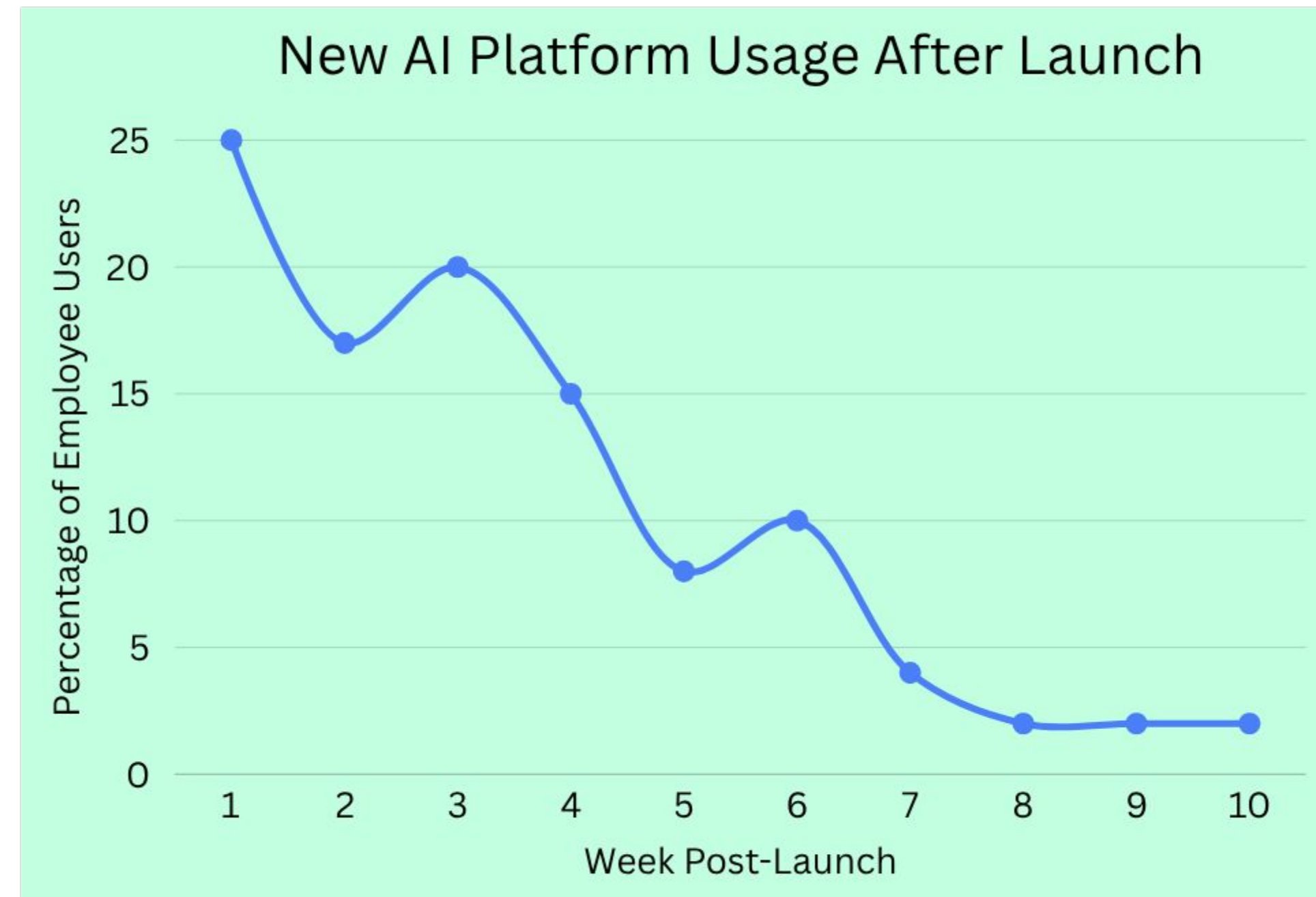
Adoption Failure Due to Lack of Human-AI Co-Adaptation

When AI is treated as static software

A network of 32 addiction care providers purchased a clinical AI platform with a chatbot interface.

There was a one-time launch with:

- Lack of executive alignment
- Unclear accountability
- No project manager
- Few attempts to gain organizational buy-in
- Training: an emailed link to a 30-minute video



Usage dropped from 25% at Week 1 to 2% by Week 8 and plateaued.

Case Study

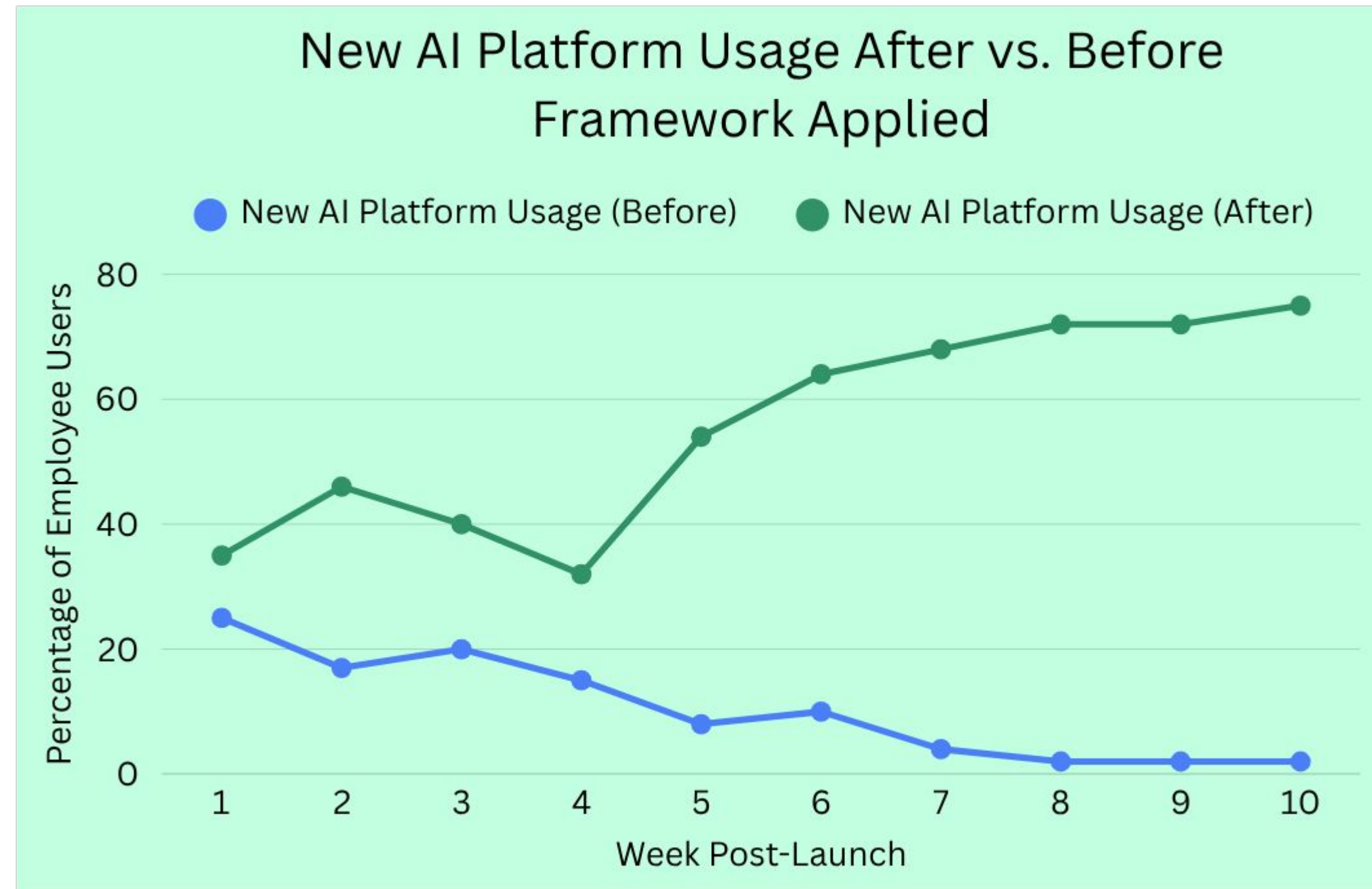
After Applying Human-AI Co-Adaptation

VPH addressed leadership alignment, goals, metrics, governance, microtraining, and one-on-one support across the organization. After 10 weeks, usage rose to 75% and reportedly

Caveats:

- Outcomes like this not guaranteed.
- Continuous end-user feedback for adjustments, AI champions, and clear governance were

critical to this success.



Usage was at 75% by Week 10 instead of 2%.

Applying Human-AI Co-Adaptation at Enterprise Scale

What CAIOs Should Operationalize in the Next 90 Days

1. Align leaders on the roadmap, value story, risk posture, and behavioral expectations before scaling.
2. Ensure accountability is clear: Own the enterprise system that makes AI safe, trusted, useful, and economically defensible; ideally, include a project manager.
3. Prioritize the AI portfolio based on value, risk, feasibility & workflow.
4. Build adaptive governance before expansion.
5. Move beyond training to dynamic enablement.
6. Collect longitudinal impact analytics: active use, workflow penetration, task time, throughput, quality, trust, overrides, escalations, and ROI together.
7. Collect user feedback longitudinally too: friction, unsafe outputs, workflow mismatch, and emerging use cases — then visibly close the loop.

Thank you for your time!

FOR MORE INFORMATION CONTACT:

Dr. Linda Hermer

Vantage Precision AI

www.vantageprecision.ai

linda@vantageprecisionhealth.com

352-328-4857

