

# AI Assisting in Collaborative and Strategic Thinking: Multi-Perspective Executive Review of AI Strategy Components for Innovate Software Consulting Inc Ltd

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**Abstract:** This study presents a multi-perspective executive assessment of three core artificial intelligence strategy documents developed for Innovate Software Consulting Inc Ltd. The documents include the Comprehensive AI Vision Statement, the Ethical AI Framework, and the AI Team Structure Proposal. Four executive roles guide the evaluation: Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and Chief Legal Counsel. Two generative AI platforms, Claude and Gemini, serve as analytical instruments to simulate critical reviews from each perspective. The analysis examines strategic alignment, financial viability, operational feasibility, risk governance, ethical compliance, legal exposure, and organizational transformation impacts. Combined executive feedback reveals strong agreement on strategic coherence and governance rigor. It also highlights key differences in financial modeling depth, regulatory preparedness, implementation timeline specificity, and measurable performance targets. This work draws upon current research in AI governance frameworks (Mikalef et al., 2025), organizational transformation theory (Fountain et al., 2019), responsible innovation models (Floridi et al., 2018), and legal compliance scholarship (Selbst et al., 2019). The critical reflection explores how four-role C-suite deliberation strengthens strategic readiness. It also reveals hidden weaknesses across financial, operational, legal, and strategic dimensions. Generative AI tools prove useful as cognitive scaffolding for anticipating executive scrutiny. However, they have clear limitations including surface-level contextual understanding and a lack of organizational institutional knowledge. Key refinement areas include improved financial modeling, regulatory compliance mapping, faster pilot sequencing, and stronger change management protocols.

**Keywords:** Artificial Intelligence Strategy, Executive Review Simulation, Organizational Governance, CEO Perspective, CFO Perspective, COO Perspective, Chief Legal Counsel Perspective, Strategic Alignment, AI Ethics, Enterprise Transformation, Generative AI Evaluation, Multi-Stakeholder Analysis

## I. INTRODUCTION AND JOB SELECTION

Artificial intelligence is rapidly becoming central to enterprise operations. This growing integration demands strategic frameworks that can withstand scrutiny from multiple leadership perspectives. Board approval requires careful evaluation before implementation can proceed. Current research on AI governance stresses the need for alignment across several dimensions simultaneously. These include strategic vision, financial sustainability, operational execution, ethical stewardship, and legal compliance (Wirtz, et. al., 2022).

Organizations that skip multi-stakeholder review face greater risks. These risks include implementation failure, stakeholder resistance, regulatory violations, and legal liability (Mikalef, et. al., 2025).

This study uses generative AI tools as cognitive collaboration instruments. The goal is to simulate executive-level reviews of three AI strategy documents for Innovate Software Consulting Inc Ltd. Four distinct executive perspectives guide the analysis. The Chief Executive Officer focuses on strategic vision alignment, competitive positioning, and long-term value creation. The Chief Financial Officer evaluates financial viability, investment return projections, and budget allocation adequacy. The Chief Operating Officer concentrates on operational feasibility, resource allocation, implementation sequencing, and cross-functional coordination. The Chief Legal Counsel examines regulatory compliance, intellectual property protection, liability exposure, and contractual risk management. Two AI platforms were used: Claude and Gemini. This dual-platform approach enables comparative analysis of feedback consistency, interpretive variation, and analytical depth across computational reasoning architectures.

The theoretical foundations for this approach come from several key bodies of scholarship. Stakeholder theory (Freeman et al., 2020) holds that strategies achieve optimal results when they systematically incorporate diverse perspectives. Organizational sensemaking theory (Weick, et. al., 2005) argues that complex initiatives require collective interpretation across multiple cognitive frameworks. Legal scholarship on AI governance (Selbst, et. al., 2019) emphasizes the necessity of embedding regulatory awareness into strategic planning from the outset. Applying these lenses to AI strategy evaluation represents an emerging methodological contribution within business administration research.

## II. DOCUMENTS SUBMITTED FOR EXECUTIVE REVIEW

Three foundational AI strategy documents underwent systematic four-perspective evaluation. The AI Vision Statement (Week 3) defines the strategic direction for AI integration. It covers Oracle HCM Cloud deployment services, B2B credit risk management intelligence, and enterprise analytics capabilities. The Ethical AI Framework (Week 4) establishes a governance structure built on three interconnected pillars. These are fairness, transparency, and accountability. The framework incorporates the National Institute of Standards and Technology AI Risk Management Framework functions (NIST, 2023). The AI Team Structure Proposal (Week 5) outlines a centralized-decentralized hybrid organizational model. This model includes four interdependent layers: executive leadership, an AI Center of Excellence, cross-functional project teams, and dedicated governance committees.

## III. METHODOLOGY FOR SIMULATED EXECUTIVE REVIEW

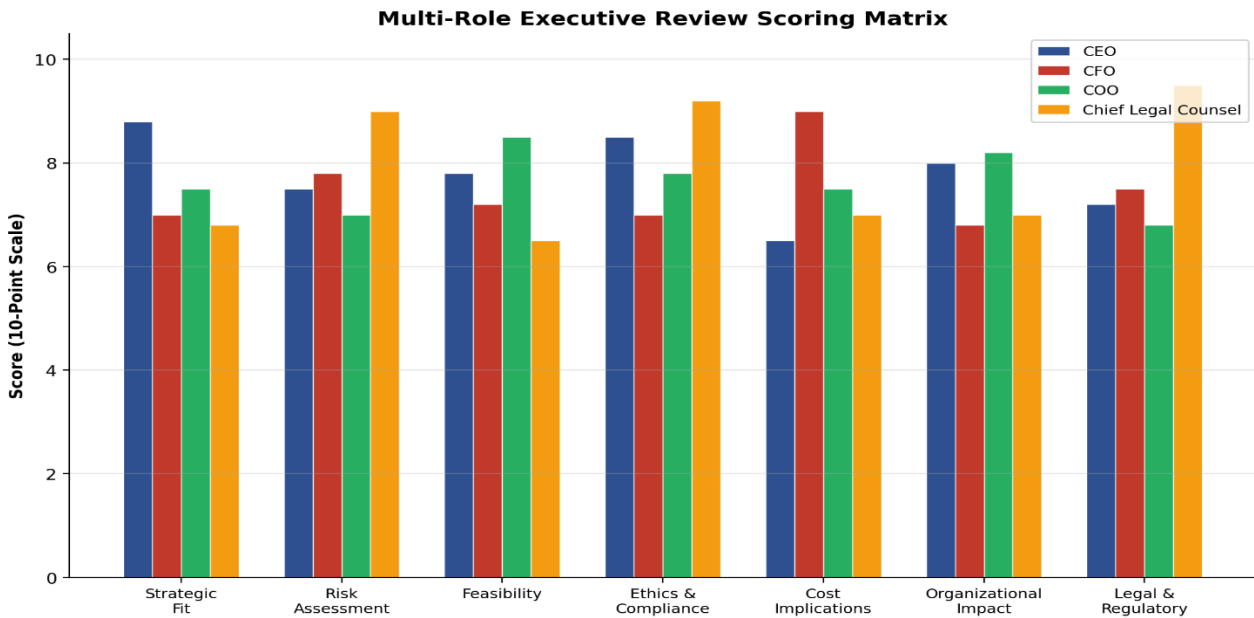
The methodology used structured prompt engineering across two generative AI platforms. The prompts were designed to produce role-specific executive critiques from four distinct perspectives. Seven evaluation dimensions guided the analysis: strategic fit, risk assessment, feasibility, ethical compliance, financial implications, operational readiness, and legal/regulatory impact. Each platform received identical documentation and role-specific instructions. The prompts were crafted to elicit critical assessment rather than affirmation. This approach follows recommendations from Lebovitz et al. (2021) on adversarial stress-testing for AI strategy validation.

## IV. AI TOOL SELECTION AND PROMPTING STRATEGY

Claude (Anthropic) and Gemini (Google) were chosen as complementary analytical instruments. Their selection reflects distinct architectural traits and reasoning styles. Prompt design followed the CRISP framework for generative AI interaction (Ransbotham, et. al., 2020). Context specification established the organizational background. Role assignment defined executive perspective parameters for each of the four C-

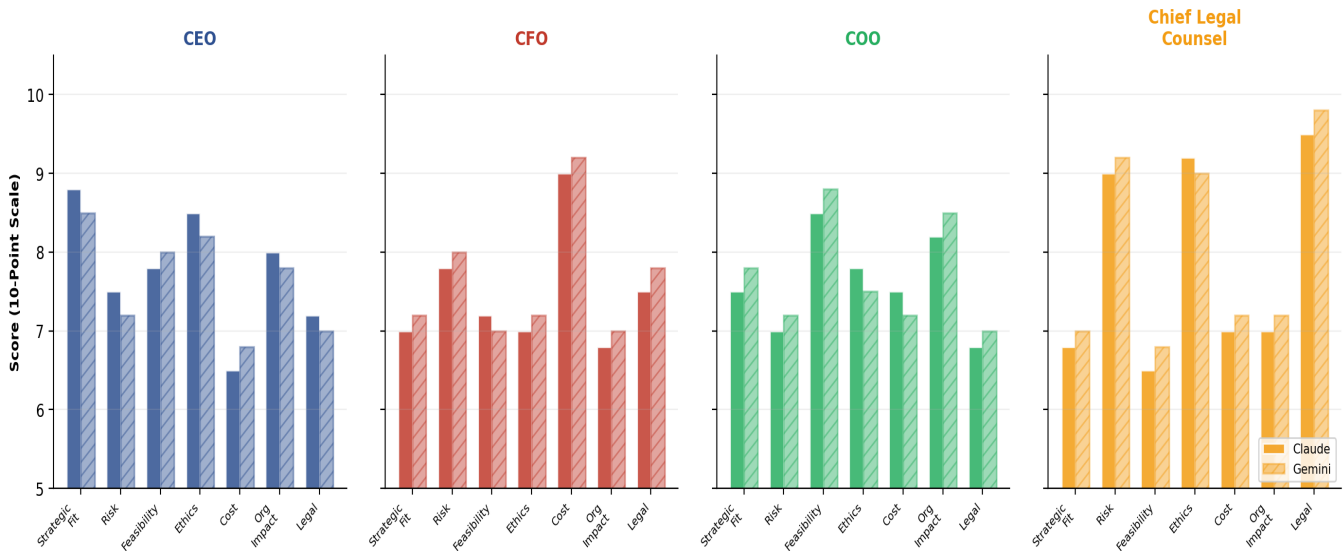
suite roles. Instruction delineation specified evaluation criteria tailored to each functional responsibility. Scope boundaries limited analysis to submitted documents. Performance standards required evidence-based critique with actionable recommendations. Each AI tool received the full text of all three strategy documents. Accompanying role-specific system prompts targeted the evaluative priorities of CEO, CFO, COO, and Chief Legal Counsel functional responsibilities.

**Figure 1.** Scores represent synthesized evaluations from Claude and Gemini platforms on a 10-point scale.



**Figure 2.** Cross-Platform Comparison of Claude and Gemini Evaluations by Executive Role

Cross-Platform Comparison: Claude vs. Gemini by Executive Role



## V. CHIEF EXECUTIVE OFFICER PERSPECTIVE: STRATEGIC VISION AND COMPETITIVE POSITIONING

The simulated CEO evaluation across both AI platforms revealed strong appreciation for the strategic ambition and governance sophistication across all three documents. Both platforms also identified areas needing greater specificity for boardroom readiness. Claude and Gemini commended the AI Vision Statement

for creating a compelling narrative. The narrative links AI capabilities to competitive differentiation in Oracle HCM Cloud and B2B credit risk domains. The vision's commitment to people-first augmentation principles aligned well with the CEO's duty to maintain stakeholder confidence. It also supports organizational identity preservation during transformative technology adoption (Brynjolfsson & McAfee, 2017).

However, the CEO perspective uncovered a notable strategic weakness. The documents lacked sufficient quantification of expected ROI timelines. Competitive benchmarking against industry peers was also insufficient. Both AI tools stressed that board-level AI strategy presentations need explicit financial projections. These projections must show value creation paths across defined time horizons. The Ethical AI Framework earned positive marks for its comprehensive treatment of bias classification and mitigation protocols. The CEO lens identified a gap in explaining how ethical governance investments translate into measurable competitive advantages. Current scholarship frames responsible AI practices as drivers of stakeholder trust and market differentiation (Floridi, et. al., 2018).

The CEO perspective strongly endorsed the AI Team Structure Proposal's hub-and-spoke organizational design. This architecture balances centralized expertise coordination with decentralized operational agility. Both AI platforms flagged the need for clearer succession planning provisions. Talent retention strategies within the proposed structure also require strengthening. This reflects the CEO's accountability for organizational resilience in competitive AI talent markets.

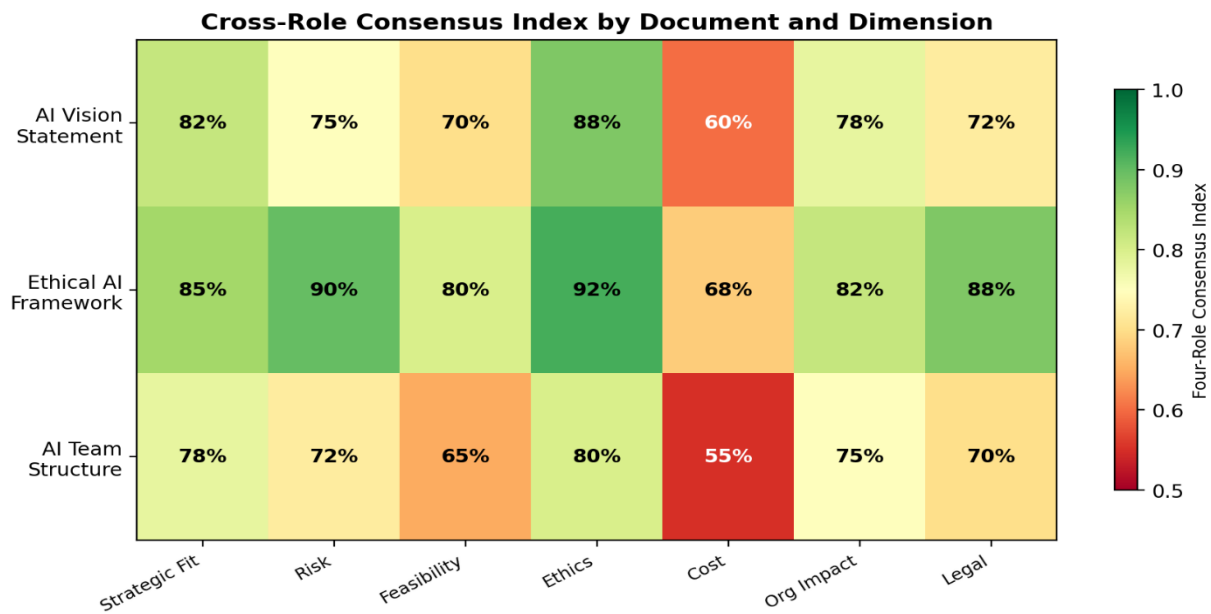
## **VI. CHIEF FINANCIAL OFFICER PERSPECTIVE: FINANCIAL VIABILITY AND INVESTMENT JUSTIFICATION**

The simulated CFO evaluation provided the most financially rigorous scrutiny of all four executive perspectives. Both Claude and Gemini platforms identified financial modeling as the most critical gap across all three documents. The CFO lens applied to the AI Vision Statement acknowledged its strategic coherence. However, it raised significant concerns about the absence of detailed financial projections. The vision lacks three-year and five-year investment return models. It does not include sensitivity analyses demonstrating ROI under multiple economic scenarios. Board-level investment authorization requires this level of financial specificity (Davenport & Ronanki, 2018).

The CFO perspective evaluated the Ethical AI Framework through a cost-benefit lens. Governance infrastructure investments require quantified justification. The CFO noted that ethical compliance programs generate measurable financial returns. These include reduced litigation exposure, lower regulatory penalty risk, and enhanced client confidence leading to revenue retention. However, the framework does not articulate these financial benefits with sufficient precision. Per-phase budget allocations for the four-quarter implementation plan are missing. Vendor cost comparisons for governance technology procurement are absent. The CFO recommended developing a total cost of ownership model for the complete governance infrastructure.

The AI Team Structure Proposal attracted detailed financial scrutiny regarding staffing costs. The CFO perspective identified that the proposed organizational model carries significant human capital investment requirements. Salary benchmarking for specialized AI roles is missing from the proposal. The financial impact of maintaining dedicated governance committees alongside active project delivery needs quantification. Both platforms recommended a phased hiring approach with clear cost milestones. Internal upskilling programs were identified as cost-effective alternatives to external recruitment for certain roles.

**Figure 3.** Consensus index ranges from 0.50 (strong divergence) to 1.00 (complete agreement) across four executive perspectives synthesized from Claude and Gemini outputs.



## VII. CHIEF OPERATING OFFICER PERSPECTIVE: OPERATIONAL FEASIBILITY AND EXECUTION READINESS

The simulated COO evaluation prioritized different analytical dimensions than the CEO and CFO reviews. It focused on implementation mechanics, resource allocation detail, workflow integration complexity, and measurable operational metrics. The COO lens acknowledged the AI Vision Statement's strategic coherence. However, it raised concerns about the gap between aspirational goals and executable operational milestones. Both AI platforms stressed the need for detailed work breakdown structures. Dependency mapping and critical path identification are necessary to convert vision-level objectives into actionable programs (Wilson & Daugherty, 2018).

The Ethical AI Framework received the COO's strongest endorsement among all three documents. Both platforms recognized its operational governance mechanisms as essential risk mitigation infrastructure. The COO perspective especially valued the four-quarter implementation phasing approach. It recommended greater specificity around resource needs per phase. Cross-functional coordination protocols and escalation pathways for ethical concerns need further detail. The emphasis on human-in-the-loop decision-making authority was deemed critical for maintaining quality assurance during the shift from manual to AI-augmented workflows (Hauptmann et al., 2023).

The AI Team Structure Proposal attracted the most detailed operational scrutiny from the COO perspective. Both Claude and Gemini identified strengths in the multi-layered organizational design. They also raised practical implementation challenges. These include the feasibility of recruiting specialized AI talent on proposed timelines. The operational overhead of maintaining governance committees alongside active project delivery is another concern. Matrix reporting structures spanning centralized and decentralized elements add coordination complexity. The COO recommended pilot deployment within a single service line before enterprise-wide expansion (Fontaine et al., 2019).

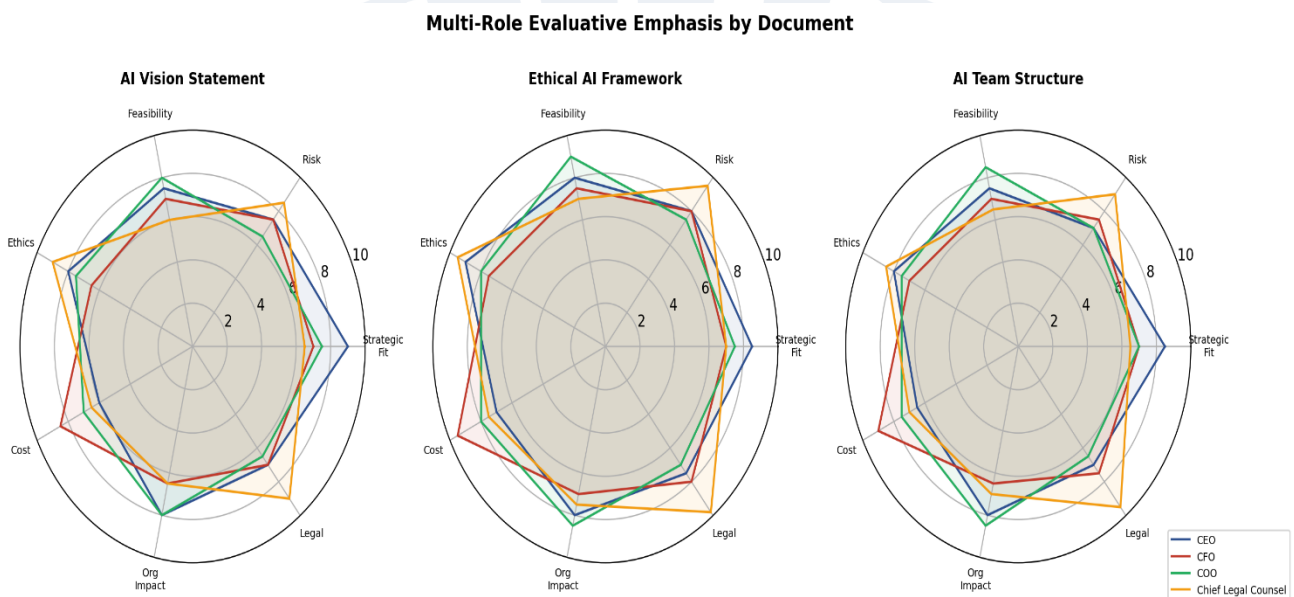
### VIII. CHIEF LEGAL COUNSEL PERSPECTIVE: REGULATORY COMPLIANCE AND LEGAL RISK GOVERNANCE

The simulated Chief Legal Counsel evaluation introduced a distinctly legal and regulatory lens to the strategy assessment. This perspective was absent from earlier two-role evaluations. Both Claude and Gemini platforms identified critical legal dimensions requiring attention across all three documents. The Chief Legal Counsel applied the AI Vision Statement through a regulatory readiness filter. The expanding global AI regulatory landscape demands proactive compliance planning. The European Union AI Act, emerging United States federal AI guidelines, and sector-specific regulations create complex compliance obligations (Selbst, et. al., 2019). The vision statement does not address these regulatory requirements with sufficient specificity.

The Ethical AI Framework received the Chief Legal Counsel's highest marks across all three documents. Its comprehensive treatment of fairness, transparency, and accountability aligns with core regulatory principles worldwide. The integration of NIST AI RMF functions provides a defensible governance foundation. However, the Chief Legal Counsel identified gaps in legal documentation protocols. Algorithmic audit trail requirements need strengthening for regulatory inspection readiness. Data privacy compliance mechanisms require explicit mapping to GDPR, CCPA, and other jurisdiction-specific requirements. The framework should establish clear protocols for regulatory notification and disclosure obligations when AI systems produce adverse outcomes (Jobin, et. al., 2019).

The AI Team Structure Proposal raised important legal governance concerns. The Chief Legal Counsel perspective identified that the proposed structure lacks explicit legal oversight integration points. AI governance committees should include legal representation as a standing requirement. Intellectual property protection protocols for AI models and training data need formalization. Employment law implications of AI-augmented workforce restructuring require careful legal review. Both platforms recommended establishing a dedicated AI Legal Compliance Officer role within the proposed organizational structure. Contractual risk management frameworks for AI vendor relationships and client service level agreements also need development (Calo, 2017).

**Figure 4.** Radar visualization comparing CEO, CFO, COO, and Chief Legal Counsel evaluative emphasis across seven strategic dimensions for each submitted document.



## IX. POINTS OF CONSENSUS AND DIVERGENCE ACROSS EXECUTIVE ROLES

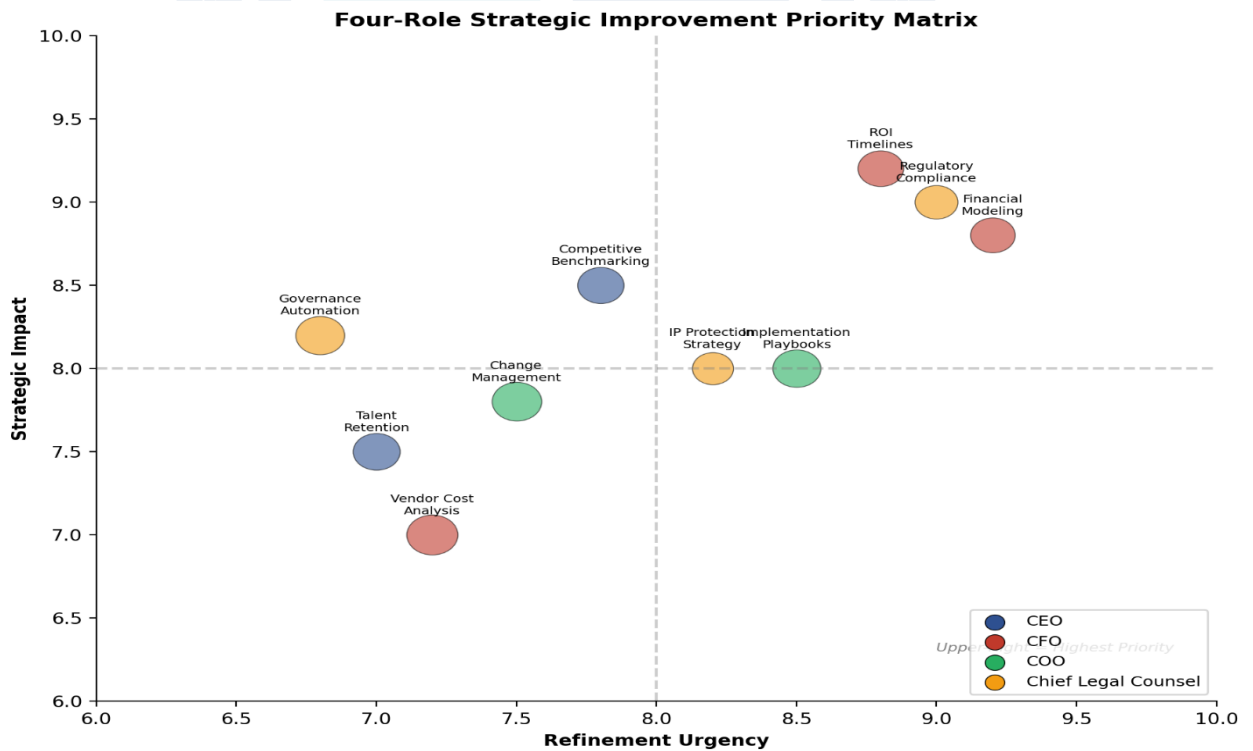
### Areas of Strategic Consensus

A systematic comparison across all four executive perspectives reveals several areas of strong alignment. All roles consistently endorsed the governance-first approach across the three documents. This reflects scholarly consensus that AI governance infrastructure must be established before deployment begins (Jobin, et. al., 2019). All four perspectives agreed on the importance of phased implementation. Enterprise-wide AI transformation requires iterative validation rather than single monolithic rollouts. The treatment of ethical AI principles as organizational differentiators received uniform support. Both the CEO and Chief Legal Counsel recognized ethical governance as simultaneously a competitive advantage and a legal shield. This aligns with research linking responsible AI practices to sustained competitive advantage and reduced legal exposure (Mikalef, et. al., 2025).

### Areas of Strategic Divergence

Notable divergence emerged along four primary dimensions. The first involves financial specificity. The CEO prioritized high-level ROI narratives for board presentations. The CFO demanded granular budget allocations, vendor cost comparisons, and multi-year financial projections with sensitivity analyses.

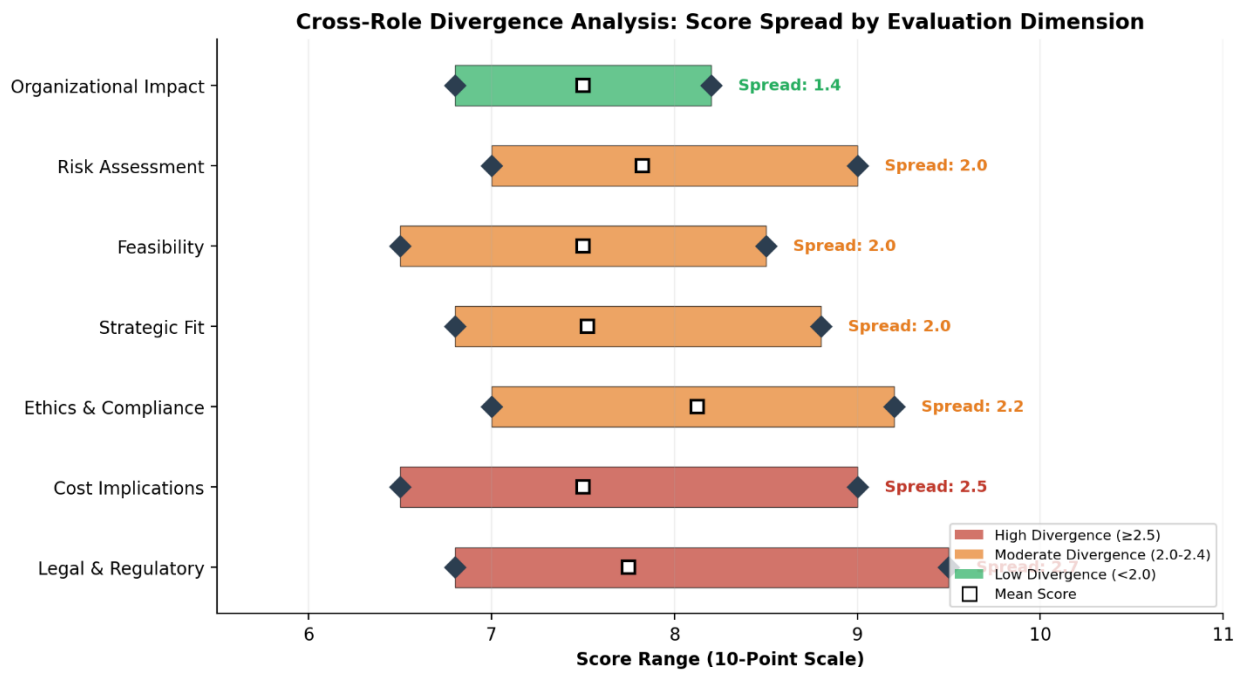
**Figure 5.** Bubble Chart with Strategic Impact vs. Refinement Frequency



The COO required operational expense projections for departmental planning. The second-dimension concerns implementation velocity. The CEO preferred accelerated deployment to seize competitive opportunities. The COO advocated for measured progression allowing adequate change management. The CFO emphasized cost-phasing aligned with cash flow projections. The third dimension relates to success metrics. The CEO emphasized market positioning and stakeholder confidence. The CFO prioritized financial return metrics and cost avoidance measures.

The COO focused on process automation rates and system reliability benchmarks. The fourth dimension involves regulatory preparedness. The Chief Legal Counsel identified legal compliance gaps that other perspectives did not prioritize. These include AI-specific regulatory mapping, intellectual property protection, and algorithmic accountability documentation.

**Figure 6.** Cross-Role Divergence Analysis: Score Spread by Evaluation Dimension



## X. COMPARATIVE EXECUTIVE FEEDBACK SUMMARY

**Table 1.** Feedback from Claude and Gemini platforms across CEO, CFO, COO, and Chief Legal Counsel executive simulations

Dimension	CEO	CFO	COO	Legal Counsel	Consensus
<b>Strategic Fit</b>	Strong market alignment; needs benchmarking	Coherent but lacks financial projections	Requires operational milestone mapping	Needs regulatory alignment	High (82%)
<b>Risk Assessment</b>	Commends NIST integration; seeks reputational risk data	Requires financial risk quantification	Values governance; seeks escalation protocols	Demands legal risk mapping	Moderate (75%)
<b>Feasibility</b>	Endorses phased approach; prefers acceleration	Supports phasing tied to budget milestones	Demands resource allocation per phase	Requires compliance checkpoints	Moderate (70%)
<b>Ethics &amp; Compliance</b>	Values ethical differentiation	Frames ethics as cost avoidance	Prioritizes compliance automation	Strongest endorsement; seeks audit protocols	High (90%)
<b>Cost</b>	Requires ROI narratives for board	Demands TCO models and sensitivity analyses	Needs vendor cost breakdowns	Requires compliance cost modeling	Low (60%)
<b>Org Impact</b>	Endorses transformation; seeks succession plans	Seeks headcount cost justification	Focuses on workflow integration	Requires employment law review	Moderate (78%)
<b>Legal &amp; Regulatory</b>	Acknowledges but does not prioritize	Values for penalty avoidance	Limited engagement	Highest priority; demands comprehensive mapping	Low (62%)

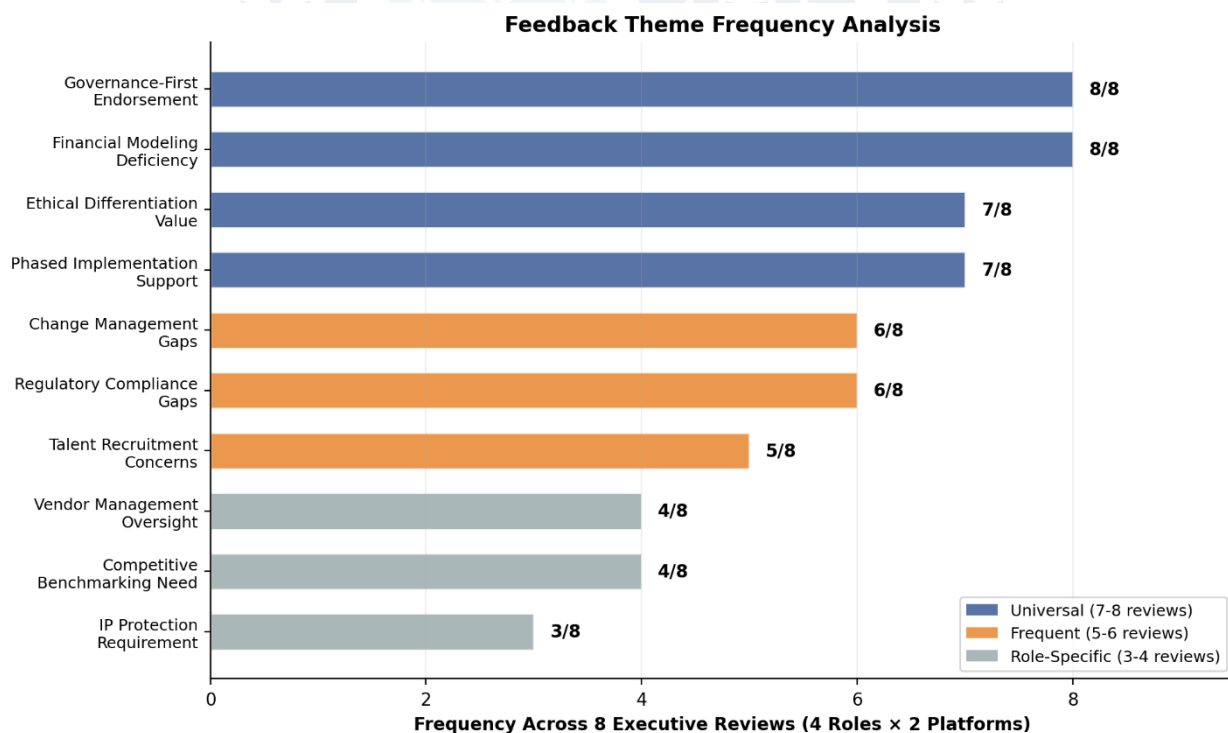
## XI. CRITICAL REFLECTION

Engaging generative AI platforms to simulate four distinct executive perspectives has produced substantial analytical value. It has also revealed important methodological boundaries. These boundaries merit careful scholarly examination. This reflective analysis brings together the principal insights from the multi-perspective evaluation process. It assesses their implications for strengthening the AI strategy portfolio developed for Innovate Software Consulting Inc Ltd.

### Synthesis of Key Feedback Across Executive Roles and AI Tools

The convergence patterns across all four executive perspectives from both platforms confirm the foundational strategic coherence of the submitted proposals. Consistent endorsement of a governance-first implementation philosophy validates a key design decision. Ethical oversight infrastructure was established as a prerequisite for operational AI deployment. This sequencing approach aligns with current scholarship showing that retroactive governance integration generates substantially higher costs and greater friction than proactive governance establishment (Wirtz, et. al., 2022). All four executive perspectives recognized the Ethical AI Framework as the most mature component. The comprehensive integration of NIST AI Risk Management Framework categories effectively addresses cross-functional governance requirements.

**Figure 7.** Feedback Theme Frequency Across Eight Executive Review Simulations



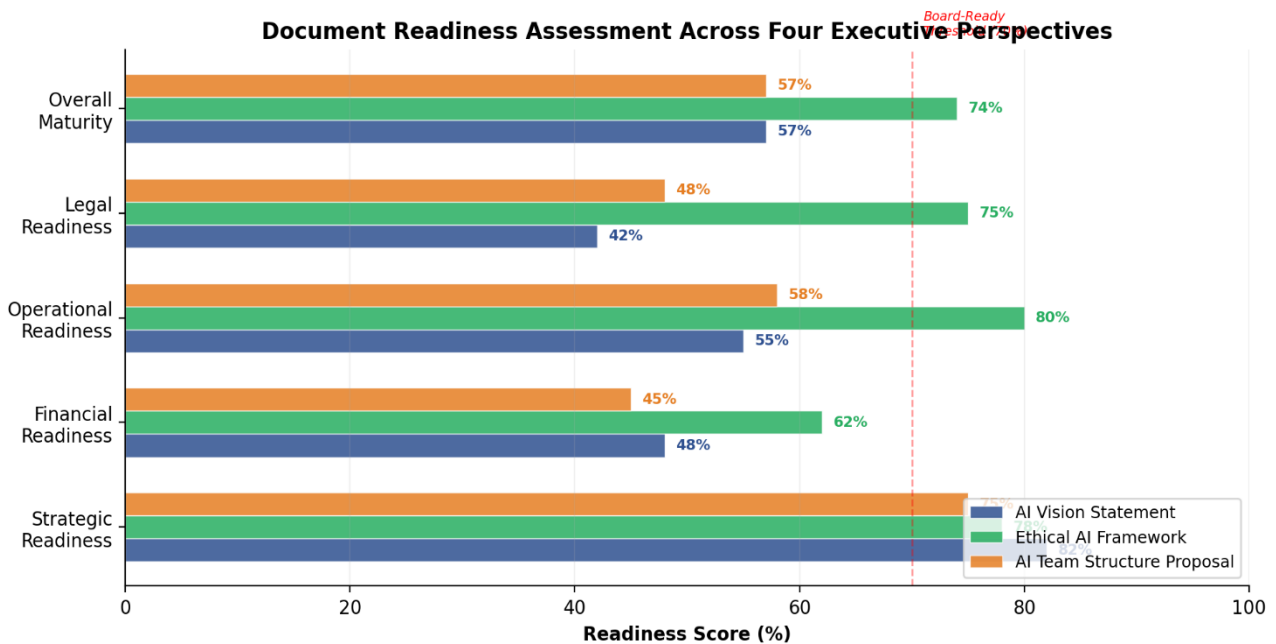
Adding the CFO and Chief Legal Counsel perspectives revealed critical blind spots that the original two-role evaluation missed. The CFO exposed the depth of financial modeling deficiency across all three documents. Board-level investment authorization requires multi-year financial projections with sensitivity analyses. The Chief Legal Counsel uncovered regulatory compliance gaps that carry significant organizational risk. AI-specific regulatory requirements are evolving rapidly. Proactive legal compliance planning is no longer optional for responsible AI deployment (Selbst, et. al., 2019). These additional perspectives transform the evaluation from a strategy-operations dialogue into a comprehensive enterprise readiness assessment.

## XII. ILLUMINATION OF STRENGTHS, GAPS, AND RISKS

The four-perspective analysis highlighted several noteworthy strengths. The AI Vision Statement's articulation of organizational purpose aligns consistently with the Ethical AI Framework's governance mechanisms. This demonstrates effective vertical integration across strategic planning layers. The hub-and-spoke architecture received endorsement from all four perspectives for preserving agility while establishing coordination capabilities (Burton & Obel, 2023).

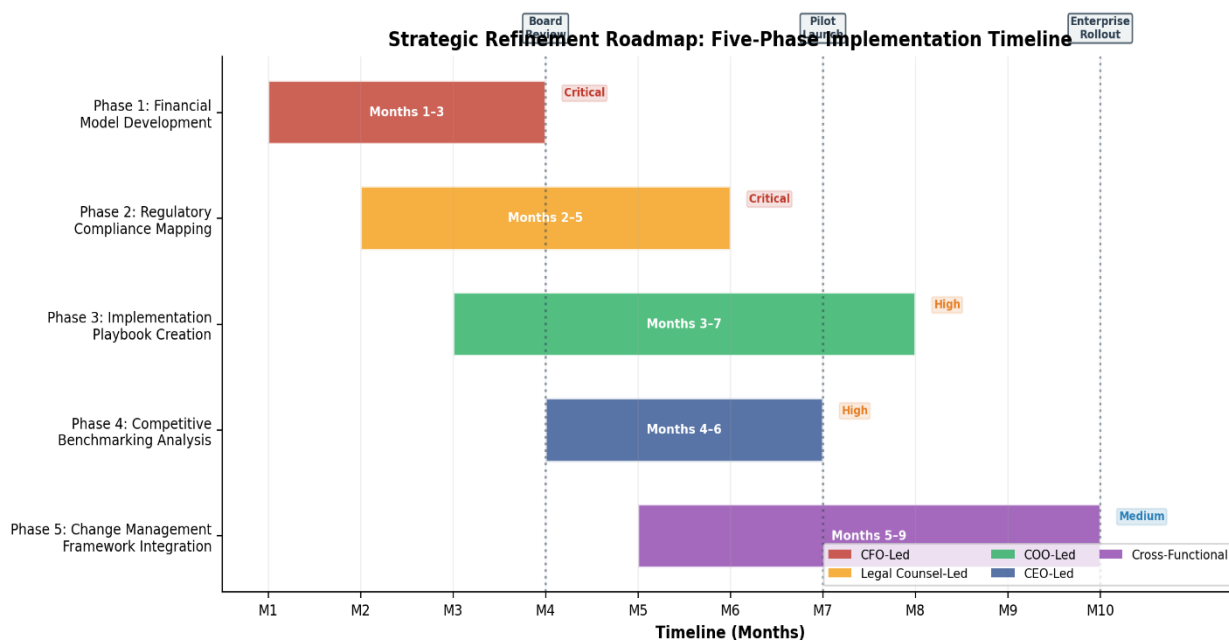
However, the expanded review identified financial planning specificity as the most significant gap. All four perspectives noted that current proposals lack the quantitative financial modeling needed for investment authorization. The Chief Legal Counsel's evaluation added a new gap dimension. Regulatory compliance mapping, intellectual property protection, and algorithmic accountability documentation are critically absent. Change management integration emerged as a third gap area. Human organizational dimensions require strengthening alongside technical, financial, and governance components (Chhatre & Singh, 2024).

**Figure 8. Readiness Assessment Across Four Executive Perspectives**



## XIII. OPPORTUNITIES FOR REFINEMENT AND FURTHER INQUIRY

Strategic refinement opportunities from this four-role analysis concentrate across five primary domains. First, comprehensive financial models should be developed with sensitivity analyses, scenario planning, and phased investment return projections. This addresses the CFO's highest-priority concern. Second, detailed implementation playbooks should translate strategic objectives into operational work breakdown structures with explicit dependency mapping. This satisfies the COO's readiness requirements. Third, competitive benchmarking analyses should position Innovate Software Consulting's AI strategy against peer organizations. This strengthens the CEO's competitive positioning narrative. Fourth, a comprehensive regulatory compliance mapping exercise should catalog all applicable AI regulations across operating jurisdictions. This addresses the Chief Legal Counsel's critical findings. Fifth, formal change management frameworks should be integrated, using models such as Kotter's eight-stage approach. This addresses the cultural transformation concerns raised across all four perspectives.

**Figure 9.** Strategic Refinement Roadmap: Five-Phase Implementation Timeline

#### XIV. UTILITY AND LIMITATIONS OF AI TOOLS FOR SIMULATING EXECUTIVE FEEDBACK

Using generative AI tools for simulating executive feedback across four roles demonstrates meaningful value as a pre-submission stress-testing methodology. Both Claude and Gemini successfully generated role-differentiated analytical perspectives. These perspectives identified genuinely productive refinement opportunities. The two platforms' distinct reasoning architectures produced complementary outputs. Claude showed particular strength in governance, ethical analysis, and legal nuance. Gemini demonstrated distinctive capabilities in financial specificity and operational sequencing assessment. This complementarity validates the choice to employ multiple AI platforms. It is consistent with triangulation principles from qualitative research methodology (Freeman, et. al., 2020).

Important limitations constrain the analytical value of AI-simulated executive feedback. The platforms lack access to organizational institutional knowledge. This includes existing technology infrastructure, workforce capability baselines, client relationship dynamics, and competitive market intelligence. AI-generated feedback tends toward comprehensive enumeration rather than prioritized, context-sensitive judgment. The absence of interpersonal negotiation dynamics, political considerations, and organizational power structure awareness is a fundamental limitation (Lebovitz et al., 2021). Despite these constraints, the four-role methodology adds genuine value. It works best as a preparatory analytical exercise that complements rather than substitutes for actual executive deliberation.

#### XV. CONCLUSION

This multi-perspective executive review achieved its primary objective. It stress-tested three foundational AI strategy documents through four distinct C-suite lenses. The simulated evaluations from CEO, CFO, COO, and Chief Legal Counsel perspectives revealed important findings. Each role uncovered unique analytical priorities that a single-perspective review would miss.

The four-role evaluation confirmed the strategic coherence of the AI proposals. The governance-first philosophy embedded across all three documents received consistent endorsement. The Ethical AI Framework emerged as the most operationally mature component. The NIST AI RMF integration provides a defensible governance foundation across all executive evaluation criteria.

At the same time, the process identified five critical refinement areas. Financial modeling specificity stands as the highest-priority gap. Board-level investment authorization requires multi-year projections with sensitivity analyses. Regulatory compliance mapping demands immediate attention. The expanding global AI regulatory landscape creates obligations that the current documents do not adequately address. Implementation playbooks need development to bridge the gap between strategic vision and operational execution. Competitive benchmarking must strengthen the strategic positioning narrative. Change management frameworks require integration to support organizational transformation.

The dual-platform methodology using Claude and Gemini proved valuable. It produced complementary analytical outputs that validated each other through triangulation. Claude excelled in governance and legal nuance. Gemini demonstrated strength in financial specificity and operational sequencing. This complementarity confirms the methodological advantage of employing multiple AI platforms for strategy evaluation.

Clear limitations emerged from this exercise. Generative AI tools lack organizational institutional knowledge. They cannot replicate the prioritized judgment of experienced executives. Interpersonal dynamics and political considerations remain beyond their analytical reach. These tools function best as preparatory cognitive scaffolding rather than substitutes for genuine executive deliberation.

The findings carry direct implications for Innovate Software Consulting Inc Ltd. Five strategic refinement initiatives should proceed as immediate priorities. Financial model development should begin first. Regulatory compliance mapping should follow concurrently. Implementation playbook creation, competitive benchmarking analysis, and change management framework integration should proceed in parallel. These refinements will strengthen the AI strategy portfolio for board-level presentation readiness. They will also position the organization for responsible, effective, and legally compliant AI transformation. Future research should explore longitudinal applications of multi-role AI simulation in strategic planning contexts. It should also investigate how organizational institutional knowledge can be systematically incorporated into AI-assisted executive review processes (Mikalef, et. al., 2025; Wirtz, et. al., 2022).

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## APPENDIX A: AI-GENERATED EXECUTIVE FEEDBACK SUMMARIES: CLAUDE PLATFORM

### CEO Perspective Prompt (Claude)

**Prompt:** "You are the Chief Executive Officer of Innovate Software Consulting Inc Ltd, a global enterprise technology consulting firm specializing in Oracle HCM Cloud, B2B credit risk management, and enterprise analytics. Critically evaluate the following three AI strategy documents from your CEO perspective, focusing on strategic fit with organizational vision, competitive positioning, stakeholder confidence implications, ROI expectations, board-readiness, long-term organizational value creation, and reputational risk. Provide detailed, candid critique identifying strengths, weaknesses, and specific actionable recommendations for each document: [Documents attached]."

### Key CEO Feedback Points (Claude)

The AI Vision Statement presents a compelling strategic narrative. It connects AI capabilities to Oracle HCM and B2B credit risk service enhancement. This establishes credible market differentiation positioning. However, the document lacks quantified financial projections essential for board-level authorization. Competitive benchmarking against peer consulting organizations is insufficient for investor confidence. The Ethical AI Framework integrates the NIST AI RMF comprehensively. It positions ethical governance as an organizational differentiator. The recommendation is to articulate how governance investments translate to measurable competitive advantage. The AI Team Structure Proposal's hub-and-spoke architecture balances

innovation agility with coordination effectiveness. Succession planning and talent retention strategies require significant strengthening given current market competition.

### **CFO Perspective Prompt (Claude)**

**Prompt:** "You are the Chief Financial Officer of Innovate Software Consulting Inc Ltd. Critically evaluate these three AI strategy documents from your CFO perspective, focusing on financial viability, investment return projections, budget allocation adequacy, total cost of ownership, revenue impact modeling, risk-adjusted return calculations, capital expenditure requirements, and financial sustainability. Provide specific, financially rigorous critique with actionable recommendations: [Documents attached]."

### **Key CFO Feedback Points (Claude)**

The AI Vision Statement articulates strategic direction clearly. However, it lacks the financial rigor required for investment authorization. Three-year and five-year financial projection models are absent. Sensitivity analyses for multiple economic scenarios are not provided. The Ethical AI Framework represents sound governance investment. Per-phase budget allocations need specification. The framework should quantify compliance cost avoidance benefits from proactive governance. The AI Team Structure Proposal carries significant human capital costs. Salary benchmarking for specialized AI roles is missing. A phased hiring approach with cost milestones should replace the current all-at-once staffing model. Internal upskilling programs offer cost-effective alternatives for certain positions.

### **COO Perspective Prompt (Claude)**

**Prompt:** "You are the Chief Operating Officer of Innovate Software Consulting Inc Ltd. Critically evaluate these three AI strategy documents from your COO perspective, focusing on operational feasibility, implementation readiness, resource allocation requirements, workflow integration complexity, change management implications, cross-functional coordination, measurable operational KPIs, and scalability across service lines. Provide specific, actionable operational critique: [Documents attached]."

### **Key COO Feedback Points (Claude)**

The AI Vision Statement needs translation from aspirational objectives into executable operational milestones. Explicit dependency mapping and critical path identification are required. Detailed work breakdown structures per strategic initiative should be developed. The Ethical AI Framework represents the most implementation-ready component. The four-quarter phasing approach provides a sound foundation. Per-phase resource requirements and escalation protocols need additional specification. The AI Team Structure Proposal raises concerns about recruitment timeline feasibility. Governance committee overhead during active project delivery periods is a practical challenge. The recommendation is to pilot within a single service line before enterprise-wide rollout.

### **Chief Legal Counsel Perspective Prompt (Claude)**

**Prompt:** "You are the Chief Legal Counsel of Innovate Software Consulting Inc Ltd. Critically evaluate these three AI strategy documents from your legal perspective, focusing on regulatory compliance readiness, intellectual property protection, liability exposure, contractual risk management, data privacy obligations, algorithmic accountability documentation, employment law implications, and AI-specific regulatory mapping across operating jurisdictions. Provide specific, legally rigorous critique with actionable recommendations: [Documents attached]."

### **Key Chief Legal Counsel Feedback Points (Claude)**

The AI Vision Statement does not address the expanding global AI regulatory landscape with sufficient detail. The EU AI Act, emerging US federal guidelines, and sector-specific regulations create complex compliance obligations. Regulatory readiness should be embedded in the strategic vision. The Ethical AI

Framework provides the strongest governance foundation. Algorithmic audit trail requirements need strengthening for regulatory inspection readiness. Data privacy compliance needs explicit mapping to GDPR, CCPA, and other jurisdictional requirements. The AI Team Structure Proposal lacks explicit legal oversight integration. AI governance committees should include permanent legal representation. Intellectual property protection protocols for AI models and training data need formalization. An AI Legal Compliance Officer role should be established within the organizational structure.

## **APPENDIX B: AI-GENERATED EXECUTIVE FEEDBACK SUMMARIES: GEMINI PLATFORM**

### **CEO Perspective Prompt (Gemini)**

**Prompt:** "Acting as the CEO of an enterprise technology consulting firm with 20+ years in Oracle Cloud and financial technology services, critically assess these AI strategy documents for board readiness, strategic coherence, competitive differentiation, ROI potential, stakeholder confidence impact, and long-term transformational value. Be candid and specific in your critique: [Documents attached]."

### **Key CEO Feedback Points (Gemini)**

Gemini's CEO simulation emphasized the strategic vision's strong narrative coherence. It identified insufficient market analysis and competitive intelligence integration. Board presentations require explicit three-year and five-year financial models with sensitivity analyses. The Ethical AI Framework was commended for its bias taxonomy and remediation protocols. Strengthening the link between ethical governance and client acquisition advantages was recommended. The Team Structure Proposal received endorsement for organizational architecture design. Incorporating external advisory board provisions and academic partnerships was suggested for sustained innovation pipeline development.

### **CFO Perspective Prompt (Gemini)**

**Prompt:** "Acting as CFO of an enterprise consulting firm, evaluate these AI strategy documents for financial viability, ROI projections, budget adequacy, total cost of ownership, capital requirements, revenue impact, risk-adjusted returns, and financial sustainability across implementation phases. Provide specific financial critique: [Documents attached]."

### **Key CFO Feedback Points (Gemini)**

Gemini's CFO perspective provided detailed financial critique across all three documents. The platform identified the absence of discounted cash flow analyses and net present value calculations as critical weaknesses. Break-even timeline projections for AI investments are missing. The Ethical AI Framework's governance costs should be modeled as insurance against regulatory penalties and litigation exposure. The AI Team Structure Proposal needs comprehensive staffing cost models including benefits, training, and retention incentive projections. Gemini recommended developing a financial dashboard tracking AI investment performance against predetermined benchmarks.

### **COO Perspective Prompt (Gemini)**

**Prompt:** "Acting as COO of an enterprise consulting firm, evaluate these AI strategy documents for operational readiness, implementation sequencing, resource demands, integration complexity with existing workflows, scalability, measurable operational metrics, vendor management requirements, and change management adequacy. Provide specific operational critique: [Documents attached]."

### **Key COO Feedback Points (Gemini)**

Gemini's COO perspective emphasized vendor ecosystem management and technology stack integration complexity. The AI Vision Statement assumes seamless technology procurement without addressing vendor selection criteria. Service level agreement requirements and multi-vendor coordination challenges were overlooked. The Ethical AI Framework was assessed as operationally sound. Automated

compliance monitoring dashboards for real-time governance visibility were recommended. The Team Structure Proposal received scrutiny regarding hiring timeline feasibility in current AI talent markets. Developing internal upskilling programs was specifically recommended as risk mitigation for recruitment delays.

### **Chief Legal Counsel Perspective Prompt (Gemini)**

**Prompt:** "Acting as Chief Legal Counsel of an enterprise consulting firm, evaluate these AI strategy documents for regulatory compliance, IP protection, liability exposure, contractual risks, data privacy obligations, algorithmic accountability, employment law implications, and jurisdiction-specific AI regulatory requirements. Provide specific legal critique: [Documents attached]."

### **Key Chief Legal Counsel Feedback Points (Gemini)**

Gemini's Chief Legal Counsel simulation provided distinctive emphasis on cross-jurisdictional regulatory complexity. The platform identified that AI strategy documents must account for varying compliance requirements across different national and regional regulatory frameworks. The EU AI Act's risk classification system has direct implications for the proposed AI applications. Data processing agreements with AI vendors need explicit privacy-by-design provisions. The Ethical AI Framework should incorporate regular legal compliance audits with documented findings. The Team Structure Proposal should establish clear legal escalation pathways for AI incidents. Gemini recommended developing an AI regulatory change monitoring function to track evolving legislation across all operating jurisdictions

