



CEO-LED AI TRANSFORMATION  
THE LEADERSHIP IMPERATIVE

PRESENTED BY  
AMIT PATEL

# What We'll Cover

01	<b>The Spending Trap</b>	AI budgets are growing 30%+ annually. Enterprise value capture remains flat. The gap is not technology.
02	<b>The Failure Pattern</b>	Four organizational dysfunctions, not technical limitations, explain 70% of initiative failure.
03	<b>The 6% Difference</b>	Companies that achieve meaningful EBIT (Earnings Before Interest and Taxes) impact share a specific sequence of decisions, not a larger budget.
04	<b>The CEO's Role</b>	Five irreversible decisions only a chief executive can make — and the cost of delegating them.
05	<b>The Evidence</b>	JPMorgan, Klarna, and Delta demonstrate the pattern. Their results are replicable with discipline.



# The Spending Trap

RECORD INVESTMENT. FLAT RETURNS. ACCELERATING BUDGETS.

**\$109B**

US private AI investment in 2024  
12x China's total investment

92% of enterprises plan to increase  
AI spending over the next three years

**6%**

achieve meaningful  
profit contribution

**67%**

of initiatives stall  
in pilot purgatory

**42%**

of 2024 initiatives  
were abandoned

**12%**

of budget allocated  
to organizational  
change

**The pattern:** 88% of AI budgets fund technology. The 6% who succeed spend 3–4x more on people and process change.

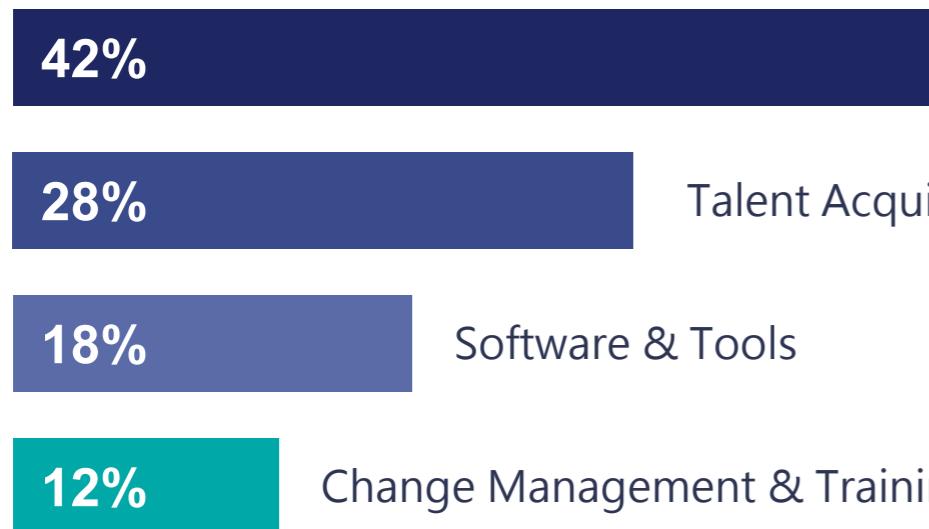
Mythos Group analysis; Stanford HAI AI Index 2025; McKinsey State of AI 2025 (n=1,993); S&P Global Market Intelligence; Deloitte Q4 2024



# Follow The Budget, Find The Problem

INVESTMENT ALLOCATION REVEALS WHY RETURNS DISAPPOINT

## Typical AI Budget Allocation



## Where Value Is Actually Created

Workflow redesign	Strongest EBIT predictor ( $R^2=0.20$ )
Operating model change	Drives sustainable adoption
Skills & behavior shift	Determines adoption velocity
Technology selection	Table stakes, not differentiator

Companies spend on what they can buy. They underinvest in what they must build: new behaviors, redesigned workflows, changed incentives.

Mythos Group analysis; McKinsey State of AI 2025 (workflow  $R^2=0.20$ ); Deloitte enterprise spending analysis; Stanford HAI AI Index 2025

