**Healthcare AI Readiness: A Call for Self-Assessment**

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Artificial intelligence (AI) is rapidly transforming healthcare - everything from clinical decision support and diagnostic imaging to administrative workflows and patient engagement is being impacted. While the potential of AI is enormous, we have observed that not every healthcare organization is harnessing it effectively. Before investing in AI technologies that could fail to deliver value without the right infrastructure, culture, and governance in place, we routinely ask our healthcare clients:

“*What does your organization want to do with AI?”*

*Have you assessed the organization’s readiness for AI adoption?”*

**Why AI Readiness Matters For Healthcare Companies**

AI implementation is not just a technology project—it’s an enterprise-wide transformation. It touches patient care, privacy, compliance, workforce operations, and financial performance. Without a clear understanding of where your organization stands, even the most promising AI investments can fall short.

A readiness assessment helps ensure that:

* AI tools align with clinical and business goals
* Risks around data privacy and ethics are mitigated early
* Staff are engaged and empowered rather than sidelined
* Implementation is sustainable—not just a one-off experiment

**Key Areas We Consider in an AI Readiness Assessment**

1. **Leadership and Strategy**
   * Is there executive sponsorship for AI initiatives and investment?
   * Do potential AI projects align with the long-term organizational strategy?
   * Are use cases with measurable outcomes being prioritized?
2. **Data Infrastructure and Quality**
   * Is data clean, structured, and accessible?
   * Are data systems interoperable across departments and care settings?
   * Is there a clear data governance framework in place?
3. **Workforce Readiness**
   * Are clinicians and staff trained or prepared to work with AI tools?
   * Are workflows being redesigned to integrate AI or assumed merely as a “bolt-on”?
   * Are investments being made in digital literacy and change management?
4. **Ethical and Regulatory Compliance**
   * Are policies in place for the responsible use of AI?
   * Are considerations being made to manage bias, transparency, and accountability in AI systems?
   * Have HIPAA compliance and other evolving AI regulations been assessed?
5. **Technology and Vendor Evaluation**
   * Are IT vendors being evaluated based on interoperability, transparency, and clinical validation?
   * Can IT teams support AI integration and monitor performance?
   * Is there a roadmap for scaling AI beyond pilot projects?

**How to Get Started**

AI readiness is not a one-size-fits-all checklist. It requires a tailored approach that reflects your organization's unique challenges, goals, and maturity level. Here are some ways we suggest our healthcare clients begin:

* **Conduct a formal AI readiness assessment**—either internally or with the help of a strategic partner.
* **Start with high-impact, low-complexity use cases**—such as automating prior authorizations or improving no-show predictions.
* **Build cross-functional teams**—that include IT, clinical leaders, compliance, operations, and front-line staff.
* **Pilot, measure, refine, and scale**—treat AI projects as iterative, not linear.

**The Bottom Line**

Determining how you will be using AI optimally is a critical question facing many healthcare companies. Performing a comprehensive readiness assessment isn’t a delay tactic—it’s a strategic accelerator that will set your organization up for long-term success with AI. To learn more about how Sunstone is helping our healthcare clients understand their AI readiness and optimization, visit us at www.sunstonemanagementadvisors.com.

**67**About the Author

A person in a suit

AI-generated content may be incorrect.**Joe Rolewicz** is a Founding Partner of Sunstone Management Advisors, a growth advisory firm focused on helping healthcare and insurance companies identify and unlock their full enterprise value. With over 25 years of experience leading complex transformation initiatives for healthcare and insurance businesses, he leads our Transformation Consulting Practice, leveraging experiences gained from over 50 different clients as well as Senior Manager roles with national consulting practices. He is also the former SVP of Planning and Project Management for a national managed behavioral health organization. Joe received his Bachelor’s of Business Administration in Finance from James Madison University and a Master’s in Business Administration from Loyola University in Maryland. ***Questions or comments?*** Feel free to contact Joe directly at [jrolewicz@sunstonemanagementadvisors.com](mailto:jrolewicz@sunstonemanagementadvisors.com) or connect with him on LinkedIn at https://www.linkedin.com/in/joe-rolewicz-a3623a57.