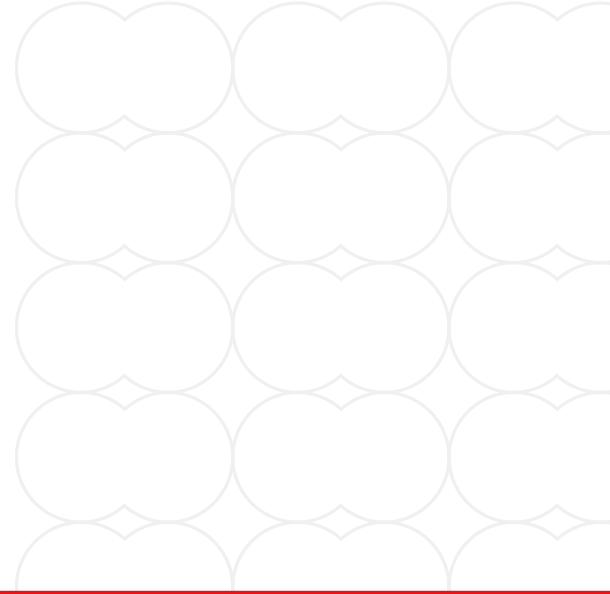


AI Product Capability Map

Assess your team's strengths, find the gaps, and build the skills that keep you competitive in the AI era.



Why capability matters

The World Economic Forum's Jobs Initiative study found that 44% of worker skills will be disrupted in the next five years, and 40% of tasks will be affected by generative AI tools and LLMs.

AI is reshaping product work, but technology alone won't give your organization an edge. The real differentiator is the capability of your product teams: how they think, decide, collaborate, and adapt in an AI-driven market.

At Emergn, we help organizations build the skills advantage AI can't replace, embedding the product-led mindset and capabilities that keep teams ahead of change.

This map is designed for leaders to assess their team's collective strengths and gaps across the core capabilities required to integrate AI effectively and sustainably. Use it to:

- Identify where your teams excel, and where they're vulnerable.
- Prioritize capability-building investments for the next 6–12 months.
- Align product, technology, and executive leadership around the skills needed to realize your AI ambitions.



Four core skill domains

These four domains are where the most successful product organizations are building strength — and where capability gaps are most likely to slow AI adoption.

1 Technical Skills

AI fluency and data literacy are now table stakes. Without them, teams can't challenge AI outputs, integrate AI effectively, or collaborate well with technical partners.

2 Analytical Skills

Humans must interpret, validate, and act on AI outputs. Weak analytical skills turn AI insights into poor decisions and wasted investment.

3 Human-centered Skills

AI can't replace the empathy and influence needed to drive change. Even the best AI models can't fix misaligned teams or disconnected customers.

4 Learning Agility

Adaptability is the ultimate edge in an AI-driven market. Teams that can't learn and adapt quickly will fall behind — even with cutting-edge tools.

How to use this map:

1. **Assess your teams.** Focus on collective capability, not individual performance.
2. **Rate each skill.** Use the scale provided to evaluate your team's capability in each domain.
3. **Interpret your results.** Identify patterns, high-impact gaps, and hidden strengths.
4. **Act on your priorities.** Use your findings to align leadership and direct capability-building investments.

Technical Skills

AI fluency and data literacy are now table stakes.

Skill	Not Started No exposure or structured learning	In Progress Some capability, inconsistent or isolated	Proficient Strong capability, applied consistently	Leader Model for others, embedded at scale
Understanding AI/ML concepts and limitations.				
Working with structured and unstructured data.				
Using AI-enabled tools in discovery, delivery, and analytics.				
Partnering effectively with technical teams on AI solutions.				

Analytical Skills

Humans must interpret, validate, and act on AI outputs.

Skill	Not Started No exposure or structured learning	In Progress Some capability, inconsistent or isolated	Proficient Strong capability, applied consistently	Leader Model for others, embedded at scale
Critical thinking and structured problem-solving.				
Translating AI insights into product decisions.				
Spotting bias/errors in AI outputs.				
Measuring outcomes, not just activity.				

Human-centered Skills

AI can't replace the empathy and influence needed to drive change.

Skill	Not Started No exposure or structured learning	In Progress Some capability, inconsistent or isolated	Proficient Strong capability, applied consistently	Leader Model for others, embedded at scale
Stakeholder alignment and relationship management.				
Customer empathy and translating needs into requirements.				
Storytelling to secure buy-in.				
Navigating politics and resistance.				

Learning Agility

Adaptability is the ultimate edge in an AI-driven market.

Skill	Not Started No exposure or structured learning	In Progress Some capability, inconsistent or isolated	Proficient Strong capability, applied consistently	Leader Model for others, embedded at scale
Comfort with ambiguity.				
Experimentation and iterative learning.				
Self-directed upskilling.				
Fostering curiosity and improvement of culture.				

AI tools and platforms evolve fast — but your lasting advantage comes from the skills, processes, and culture your teams build. A clear view of your capability gaps makes it easier to invest in the areas that drive sustainable, product-led outcomes.

Email Emergn at
thrive@emergn.com
to schedule a **20-minute**
Capability Planning
Session with us.



If your AI ambitions are outpacing your organization's ability to deliver, now's the time to identify and close the gaps holding you back.

We'll help you:

- Pinpoint your most urgent capability gaps that could stall AI adoption.
- Tie those gaps directly to business impact — revenue, speed, and market differentiation.
- Design a targeted action plan to start closing them in the next 90 days.

Don't wait for AI to reshape your market. Build the capability advantage that puts you ahead. And keeps you there.