

AEMI: AI-Enabled  
Engineering Maturity Index

# Is AI Actually Making Engineering Faster?

| Find out in 30 days.

FOR CEOS, CTOS, COOS, PE PARTNERS & BOARDS

# The Problem

**You're spending more on AI.  
But your engineers aren't shipping any faster.**

AI adoption across engineering teams is accelerating — but financial accountability has not kept pace. Leadership is being asked hard questions that engineering struggle to answer.

## What Leadership Already Knows

- Tool subscriptions and AI spend is up
- Headcount and hiring targets are flat
- Delivery timelines and sprint cadences haven't changed

## What Leadership Cannot Yet Answer

- Is AI improving product throughput?
- Where are the new bottlenecks?
- Can we ship more with smaller teams?
- What is the ROI on our current AI spend?

## Current State

72% of organizations have deployed AI in at least one function — yet fewer than 30% report measurable productivity improvement from engineering AI investments.

**McKinsey**

The state of AI in 2025: Agents, innovation, and transformation  
November 5, 2025 | Survey

# What AEMI Is

**AEMI is a 30-day executive assessment that measures whether AI is producing measurable engineering leverage, not just new costs and operational friction.**

It evaluates engineering workflows, tooling adoption, delivery behaviors, and operational bottlenecks across the software development lifecycle.

Built for executive decision-making, not theoretical scoring.

## **AI Effectiveness**

How effectively can the team actually use AI today? We assess skill depth, workflow integration, and adoption consistency.

## **AI Challenges**

What is blocking faster delivery? We identify the process and people bottlenecks points that prevent AI from producing compounding returns.

## **Financial ROI**

Where should leadership invest or reduce? We translate findings into prioritized, financially-grounded actions tied directly to cost outcomes.

**AEMI is frictionless, time-boxed, and designed to produce board-ready outputs.**

# The AEMI Maturity Model

AEMI evaluates how effectively engineering organizations convert AI adoption into measurable delivery leverage, and defines it through five levels of AI-enabled engineering maturity:



Most organizations operate between Levels 1–2. Level 3 is where measurable competitive advantage begins.

# What You Get

## Four board-ready executive outputs in 30 days.

Built to support operating decisions, not theoretical assessment.

### AEMI Maturity Score

A structured baseline of current engineering AI maturity across workflow adoption, delivery effectiveness, tooling discipline, and operational leverage. Leadership gets a clear performance benchmark.

01

### Initiatives & Quick Wins

A prioritized view of where AI is improving throughput, where it is introducing friction, and where operational intervention will create the highest leverage.

02

### 30/60/90 Roadmap

A phased action plan covering standards, tooling, workflow redesign, training, governance, and measurement. Clear next actions—not abstract recommendations.

03

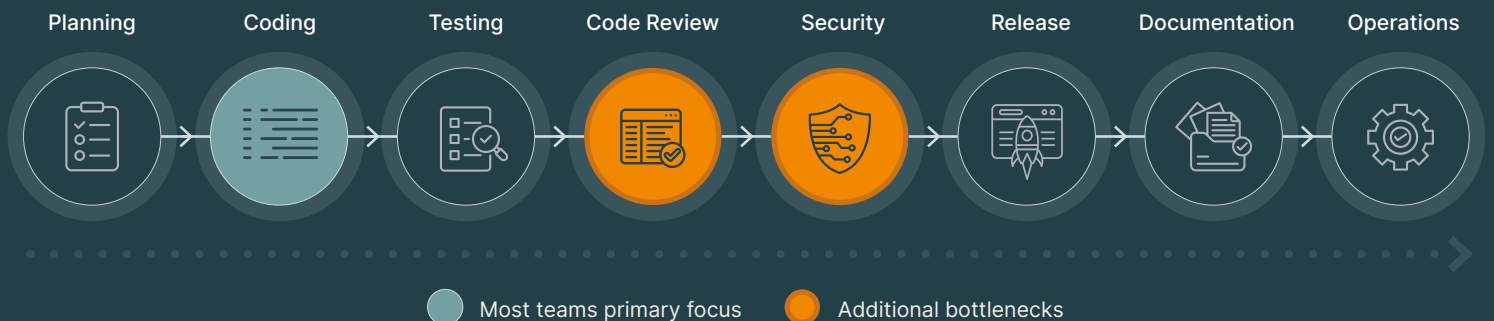
### ROI Model

A financially grounded model estimating the impact of closing identified gaps. Includes potential cost savings, capacity gains, and delivery acceleration opportunities.

04

## SDLC Diagram

Bottlenecks don't disappear. They just move downstream.



# Case Study 8-Figure SaaS Company

## How a software company moved from fragmented AI experimentation to measurable engineering performance gains

### Before AEMI

- AI usage was inconsistent across the engineering organization
- No shared operating standards for AI-assisted development
- Engineering confidence in AI outputs was low
- Release preparation remained highly manual
- Leadership lacked visibility into whether AI investment was improving delivery
- Initial maturity score: 1.4 / 5

### After AEMI + Execution

Within 45 days:

- 7 codebase-specific AI workflows deployed
- 50%+ improvement in engineer trust in AI outputs
- 20% reduction in code review cycle time
- 20% reduction in release preparation effort
- sustained daily AI workflow adoption above 80% delivery

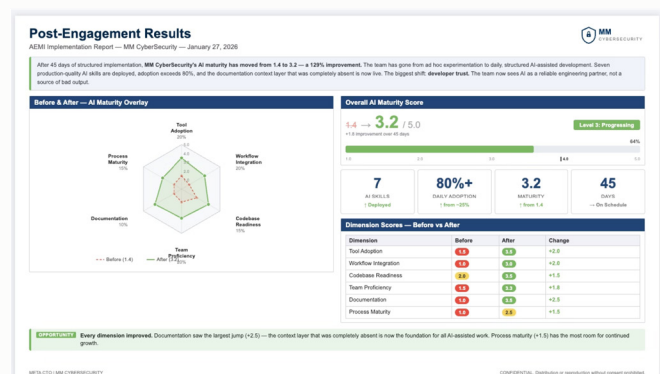
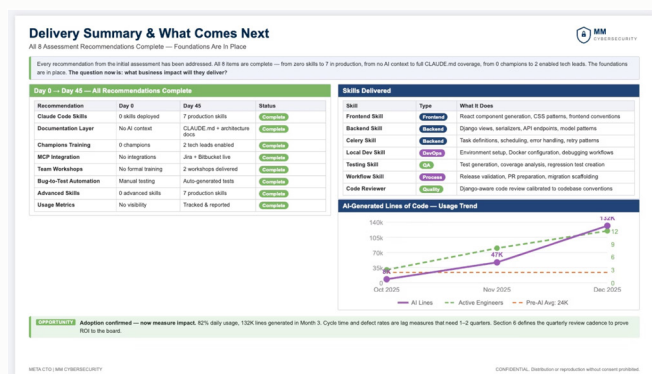
### Outcome Snapshot

**3.2/5**  
Maturity Score  
Up from 1.4 in 45 days

**80%+**  
Adoption  
Daily workflow usage

**5+ hrs**  
Weekly Time Saved  
Per engineer

**60%**  
Improvement  
Release Confidence



# How the Engagement Works

AEMI is structured to minimize disruption to your engineering team while maximizing executive visibility. Two phases — one mandatory, one optional based on findings.

## Phase 1 30-Day Assessment

- Access needed: engineering leads, PM leadership, and tooling documentation
- No disruption to sprint cadences or delivery timelines
- Structured interviews, workflow observation, and data review
- Deliverable: full AEMI report, maturity score, blocker register, and ROI model

## Phase 2 60-Day Execution (optional)

- Activated only if findings warrant intervention — not assumed
- Embedded execution support to close the highest-leverage gaps
- Codebase-specific AI workflow deployment and enablement
- Progress tracked against the baseline maturity score

Leadership gets clarity first. Execution follows only where leverage is real.

# Why Metacto

**AEMI was built by operators who have led engineering organizations—not consultants applying generic frameworks.**

## **Operator Credibility**

Our principals have served as CTOs, engineering leaders, and product executives. We understand engineering operating realities because we've managed them.

## **Board-Ready Outputs**

Every deliverable is structured for executive and investor audiences — financially grounded, clearly prioritized, and defensible under scrutiny.

## **Diagnostic + Execution**

We don't just identify problems. If findings warrant it, we execute alongside your team — with accountability tied to measurable outcomes.

## **Tool-Stack Neutral**

We have no vendor relationships or referral incentives. Our recommendations are driven entirely by what produces leverage for your team.

# Next Steps

**01.** Confirm executive sponsor

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**02.** Align on access model

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**03.** Launch 30-Day Assessment

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**04.** Receive score, roadmap, and value model

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**05.** Decide on 60-Day Execution Engagement

## Request the AEMI Sample Engagement Pack

- Redacted maturity scorecard
- Bottleneck register example
- Sample 30/60/90 roadmap
- Executive ROI model template

Thank  
You

