



CI DEPLOYMENT SERIES • EPISODE 02

Governance & Resourcing

Two more questions **before** deploying CI

Most CI deployment plans are written too fast.

Thinking beyond first initiatives and trainings is rarely happening.

SWIPE →



WHERE WE LEFT OFF

Episode 01 asked **5 questions** to think through

Business context

Org fit

Scale

Continuity

CI context

Answer all five, and you have the shape of a CI strategy.

But **two more questions** contribute to CI sustainability and continuity.



QUESTION 01 • GOVERNANCE

01

Governance should be fit-for-purpose

CI governance shouldn't be designed in isolation. It should fit the business it serves – and be integrated with how the business is already run. Not on top of it. Not beside it. Through it.

THE HONEST QUESTION

“Where and how will CI actually be discussed once the launch noise fades?”

If the answer is “in a separate CI forum” – you’ve built parallel governance. The energy will quietly drain – from the CI work and from the business it was meant to serve.



INTEGRATION • THE DIFFERENCE

Two governance models

Only one survives the second year

PARALLEL

Two systems, side by side.

- CI runs in its own forum.
- CI metrics live in a separate deck.
- CI sponsor isn't the business owner.

INTEGRATED

One system. CI inside it.

- CI sits on the business review agenda.
- CI metrics inside the performance framework.
- Same sponsor. Same cadence. Same accountability.

Designing the right one is a different conversation.



QUESTION 02 • RESOURCING

02

Build on what you already have

Start with the resources you already have. Then build the readiness to scale – work with stakeholders, educate people, deliver real value. So that when the time comes, both the CI team and the wider organization are ready to scale up together.

THREE READINESS SIGNALS

01

Stakeholders genuinely behind CI – not just publicly aligned.

02

People on all levels understand what CI means for them.

03

Real value already delivered – tangible, visible, business-owned.



RESOURCING · THREE DIMENSIONS

Three resourcing decisions

All three need thinking through

01

Resource scaling

The CI core team – lean enough to stay credible, strong enough to lead. Capacity that grows in step with proven readiness, not ambition.

02

Capability building

Capability needs thinking through – but not designing yet. First understand what matters for the business and where value is generated. The deployment strategy will shape what capability to build.

03

Core CI organization

Where the CI function actually lives in the organization – and how it connects to the people running the business. A structural choice with long consequences.

Each one is its own design choice.



THE TAKEAWAY

The deployment plan can wait. **The thinking can't.**

IF THIS RESONATED

- Follow Anna Plekhanova for more on CI, transformation, and operating models.
- Save this for the next CI deployment conversation.
- Working through these questions? Leave your comments.