

AI Solution Validation Tool

Validation Report

Client Workforce Benchmarking Service · Example Report

Validation date: 08 May 2026 at 14:32 · Tool Version 0.1

TIER	OPERATING MODE	DECISION
Development Tier	AI Validation / Human Decision	REFINE

1 — Submission Details

Solution Title	Client Workforce Benchmarking Service
Client / Market Segment	Professional services firms (legal, accountancy, consulting), 200 to 500 employees
Problem Statement	Professional services firms have limited visibility of how their workforce capability and performance compares to sector peers. Without reliable benchmarks, learning and development investment is poorly targeted and difficult to justify commercially.
Proposed Offer	An annual subscription providing sector-specific workforce benchmarking data, delivered through a structured report and a facilitated review session with senior stakeholders.
Delivery Model	Data collection via validated diagnostic tool (online, 30 minutes per participant), analysis and benchmarking against an anonymised sector dataset, written report with facilitated one-day review workshop.
Resource Requirements	One senior analyst, one facilitator, access to sector benchmark dataset. Estimated 12 days per client engagement.
Cost Assumptions	Subscription fee of £18,000 to £24,000 per annum depending on organisation size. Direct delivery cost estimated at £6,000 to £8,000 per engagement. Margin assumption 55 to 65 per cent.
Risks Identified	Benchmark dataset requires ongoing investment to maintain currency. Client data sensitivity may slow procurement. Competitor products exist in market.
Evidence	Draft sector strategy document. Outline finance model.

2 — Strategic Alignment Responses

Code	Criterion	Response	Evidence
C1	Market Scope	Yes	Sector strategy document confirms professional services as a
C2	Capability Basis	Yes	—
C3	Commercial Contribution	Yes	Finance model showing contribution to revenue diversification
C4	Priority Alignment	Unsure	—
C5	Differentiation Position	No	—
C6	Reputation and Brand Fit	Yes	—
C7	Cultural and Political Fit	Unsure	—

3 — AI Validation Findings (5)

1. D3 — Commercial Integrity

CRITICAL

MISSING

The cost assumptions reference a margin range of 55 to 65 per cent but provide no evidence of how direct costs have been validated against existing delivery experience.

IMPACT

If direct costs are underestimated, the margin position may not be achievable, undermining the commercial case for the solution.

STRENGTHENING REQUIREMENT

Provide a cost build-up that maps each resource requirement to a costed activity and confirms the basis for the margin assumption.

2. D4 — Delivery Feasibility

CRITICAL

ASSUMED

The delivery model assumes access to a sector benchmark dataset, but no evidence is provided that this dataset exists or is in development.

IMPACT

Without a validated benchmark dataset, the core product proposition cannot be delivered, making the solution non-viable in its current form.

STRENGTHENING REQUIREMENT

Confirm the source, scope, and availability of the benchmark dataset, or set out a credible plan and timeline for its development.

3. D2 — Strategic Alignment

SIGNIFICANT

MISSING

C5 (Differentiation Position) has been answered No with no explanation, indicating the submission does not claim a distinct market position for this solution.

IMPACT

A solution that replicates existing market offers without differentiation will face pricing pressure and may struggle to achieve the commercial targets assumed.

STRENGTHENING REQUIREMENT

Either articulate a clear differentiation position or address the competitive landscape and explain the commercial rationale for competing without one.

4. D2 — Strategic Alignment

SIGNIFICANT

MISSING

C4 (Priority Alignment) and C7 (Cultural and Political Fit) are both Unsure with no supporting evidence, indicating that strategic priority and internal readiness have not been established.

IMPACT

A solution without confirmed priority status and uncertain internal support may not secure the resource and attention required to reach market.

STRENGTHENING REQUIREMENT

Confirm whether this solution is aligned to a named organisational priority and identify the stakeholders whose active support is required before development continues.

5. D5 — Risk and Due Diligence

SIGNIFICANT

PARTIAL

The risks identified acknowledge that competitor products exist but do not address the competitive landscape or explain how this solution would be preferred over existing alternatives.

IMPACT

Without a considered competitive positioning, the solution may reach client engagement without a clear differentiation argument, reducing conversion probability.

STRENGTHENING REQUIREMENT

Expand the competitive risk assessment to include named alternatives and the specific basis on which this solution would be preferred.

AI identified gaps and weaknesses only. It did not approve or reject this submission. The decision recorded below was made by the Head of Solutions for governance and audit purposes.

4 — Decision Record

REFINE

Rationale	The AI findings confirm three areas that require resolution before this solution can proceed to client engagement: the cost assumptions need a validated build-up, the benchmark dataset existence needs to be confirmed, and the differentiation position needs to be articulated. These are not reasons to stop, but the solution is not market-ready in its current form. Return to development with those three issues as the priority.
Confidence Level	Medium

5 — Evaluation Record

Date	08 May 2026 at 14:32
Solution Title	Client Workforce Benchmarking Service
Tier	Development Tier
AI Findings	5 material issues identified
Decision	Refine
Confidence	Medium
Tool Version	v0.1
System Prompt	v0.2
Model	claude-sonnet-4-6
Note	This is an example report produced for demonstration purposes. All details are fictional.