

The Data Welfare State

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Abstract: The adoption of Artificial Intelligence (AI) technologies in public institutions is increasingly seen as a critical factor in improving service delivery and organizational efficiency. However, the strategic preparedness of public sector managers for implementing AI remains underexplored, particularly in the context of Romania. This paper examines how public institution managers in Romania prepare strategically for the adoption of AI, focusing on the challenges, resources, and strategies involved, through a review of existing literature and a qualitative analysis based on interviews and surveys with public managers. The findings offer valuable insights into how public institutions can enhance their preparedness for AI integration and suggest areas for further research. This research contributes to a broader understanding of AI adoption in the public sector and highlights the importance of strategic planning in facilitating technological transformation.