HUMANS + AI ORGANIZATIONAL OPERATING LAYERS

ECOSYSTEM INTELLIGENCE	Cross-organizational networks where human expertise and AI capabilities create shared value beyond institutional boundaries.	• Determine where to collaborate and where to compete in emerging AI ecosystems • Define trust frameworks for cross-institutional AI agent interaction • Staff dedicated roles to manage ecosystem partnerships and AI interoperability • Specify governance for data and intelligence sharing with external partners
EVOLUTIONARY ENTERPRISE	Organizations that continuously reshape structures, business models, and operations through human-AI feedback loops.	• Deploy AI systems that sense shifts requiring structural or strategic response • Generate and prioritize AI-driven hypotheses on organizational improvements • Run rapid validation cycles for proposed structural and process changes • Scale validated adaptations through dedicated acceleration pathways
ORCHESTRATED WORKFLOWS	End-to-end processes redesigned around human judgment and AI execution working in concert.	• Map decision rights explicitly across human and AI actors • Design escalation paths and exception handling into every workflow • Define handoff protocols between humans and AI agents • Track and optimize workflow performance as the primary metric
HYBRID HUMAN-AI TEAMS	Functional units where humans and AI agents collaborate as genuine teammates with complementary roles.	• Assign accountability structures for shared human-AI work • Specify complementary roles for humans and AI in all team activities • Document team operating agreements for human-AI collaboration and learning • Train team leaders to manage blended human-AI teams effectively
INDIVIDUAL AUGMENTATION	Every person operates with AI-enhanced capabilities, shifting baseline expectations for individual performance.	• Provide AI tool access and training for every employee • Rewrite job descriptions to focus on AI-augmented work and capabilities • Embed structured programs for ongoing human-AI capability development • Measure output quality and judgment, not activity volume