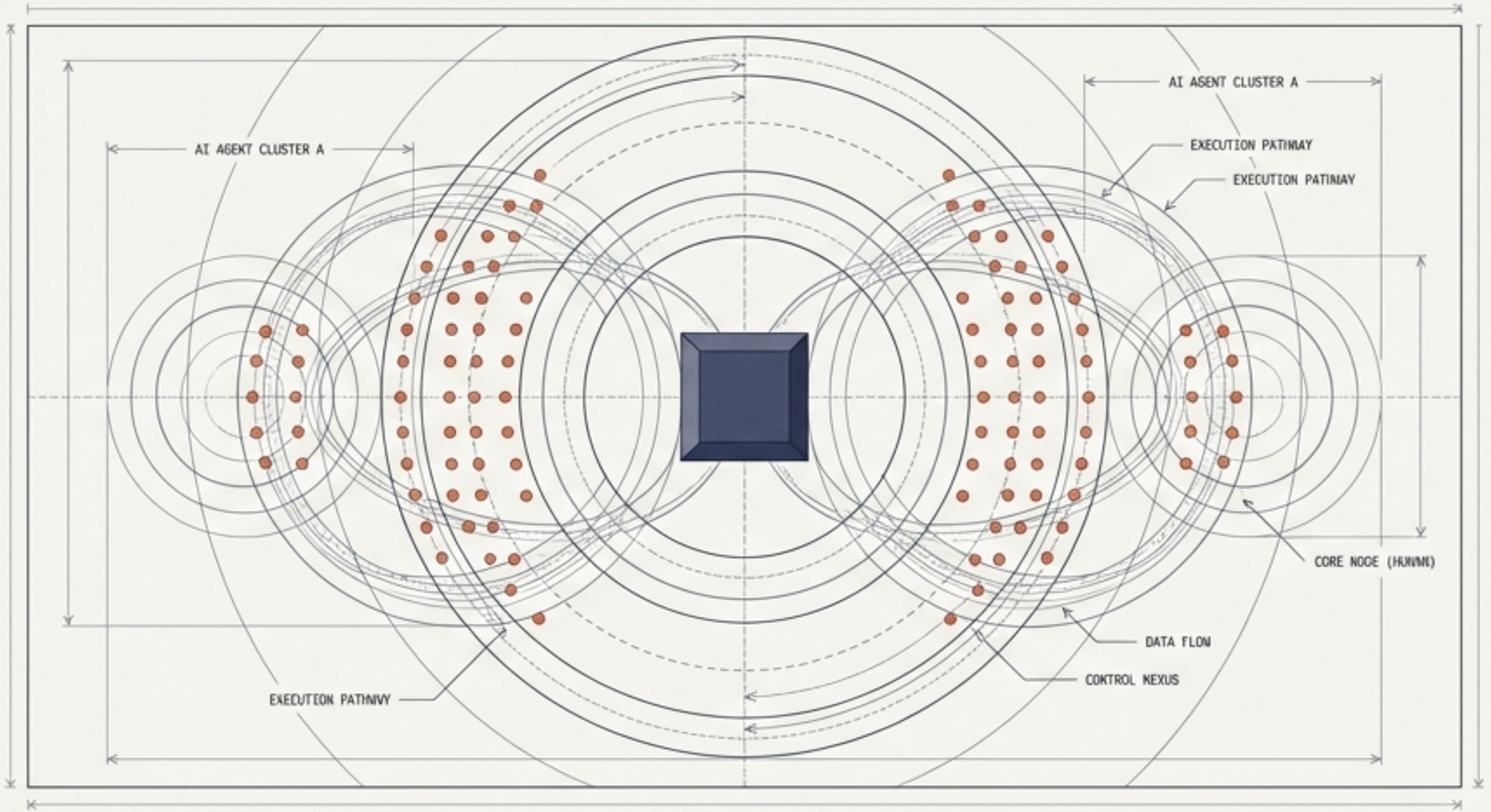
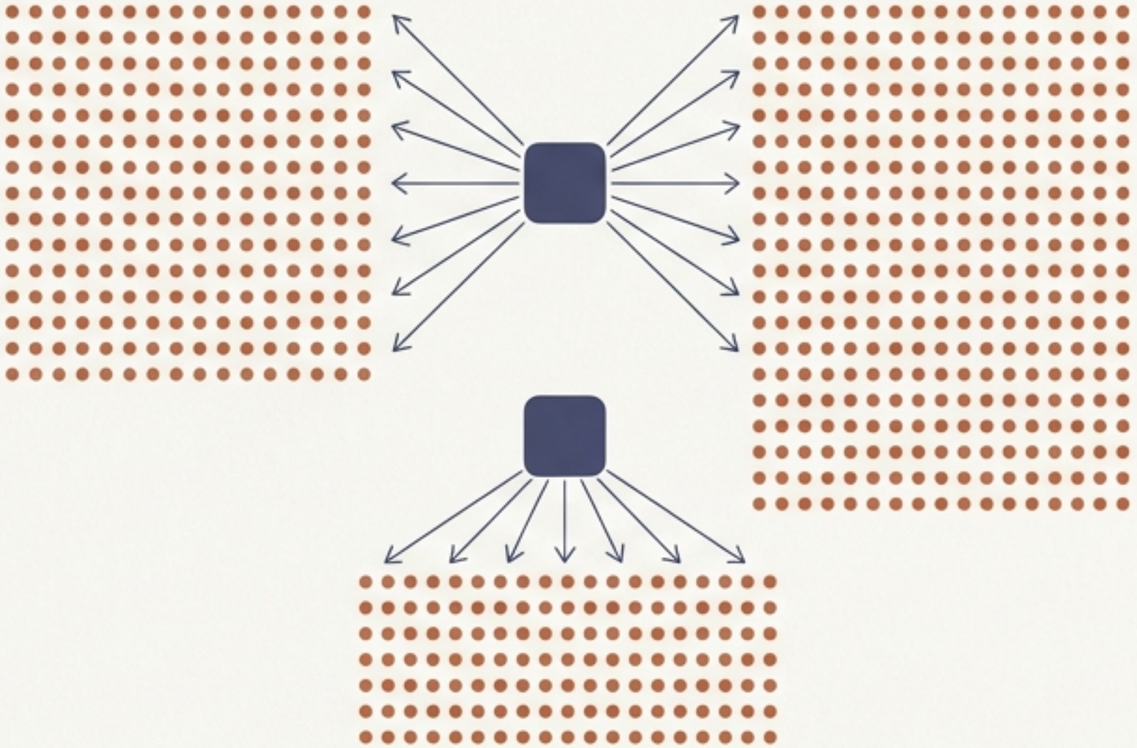
The AI-Native Team

Designing organizations for the agent era.



A blueprint for 5-7 human nodes directing zero-cost execution.

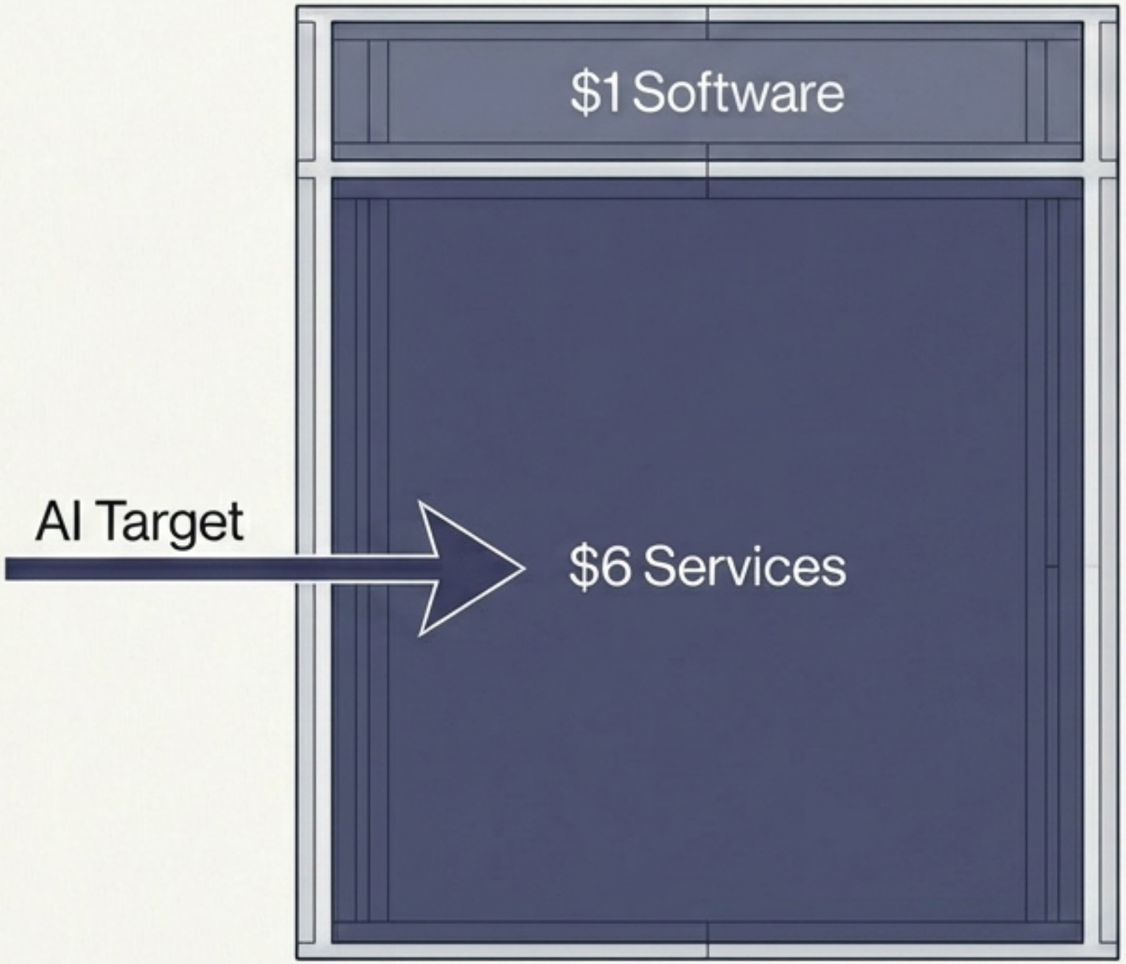
Three people are doing the work of fifteen.



Not because they are 5x smarter.
Because each has strong Will, and AI handles all Skill.

This isn’t a temporary efficiency gain. It is a structural design pattern that fundamentally redefines what a ‘team’ means.

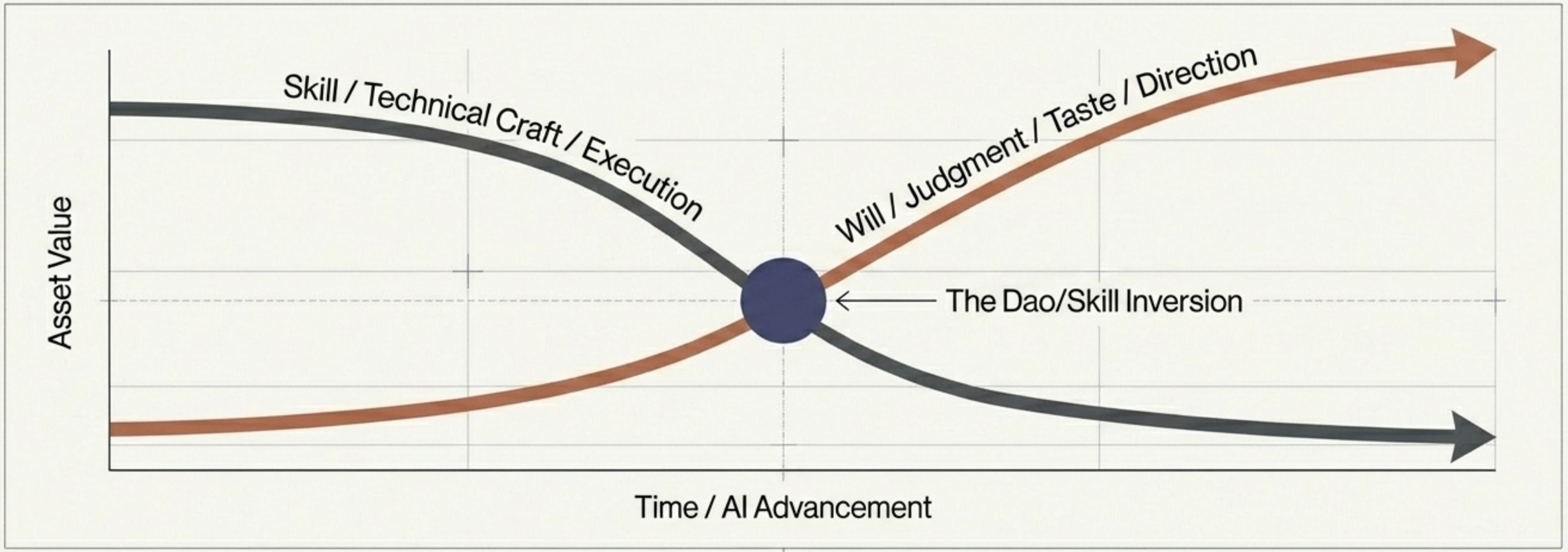
Execution is approaching zero cost.



For every $1 spent on software, $6 is spent on services. AI is coming for the $6 market—delivering outcomes, not just selling tools.

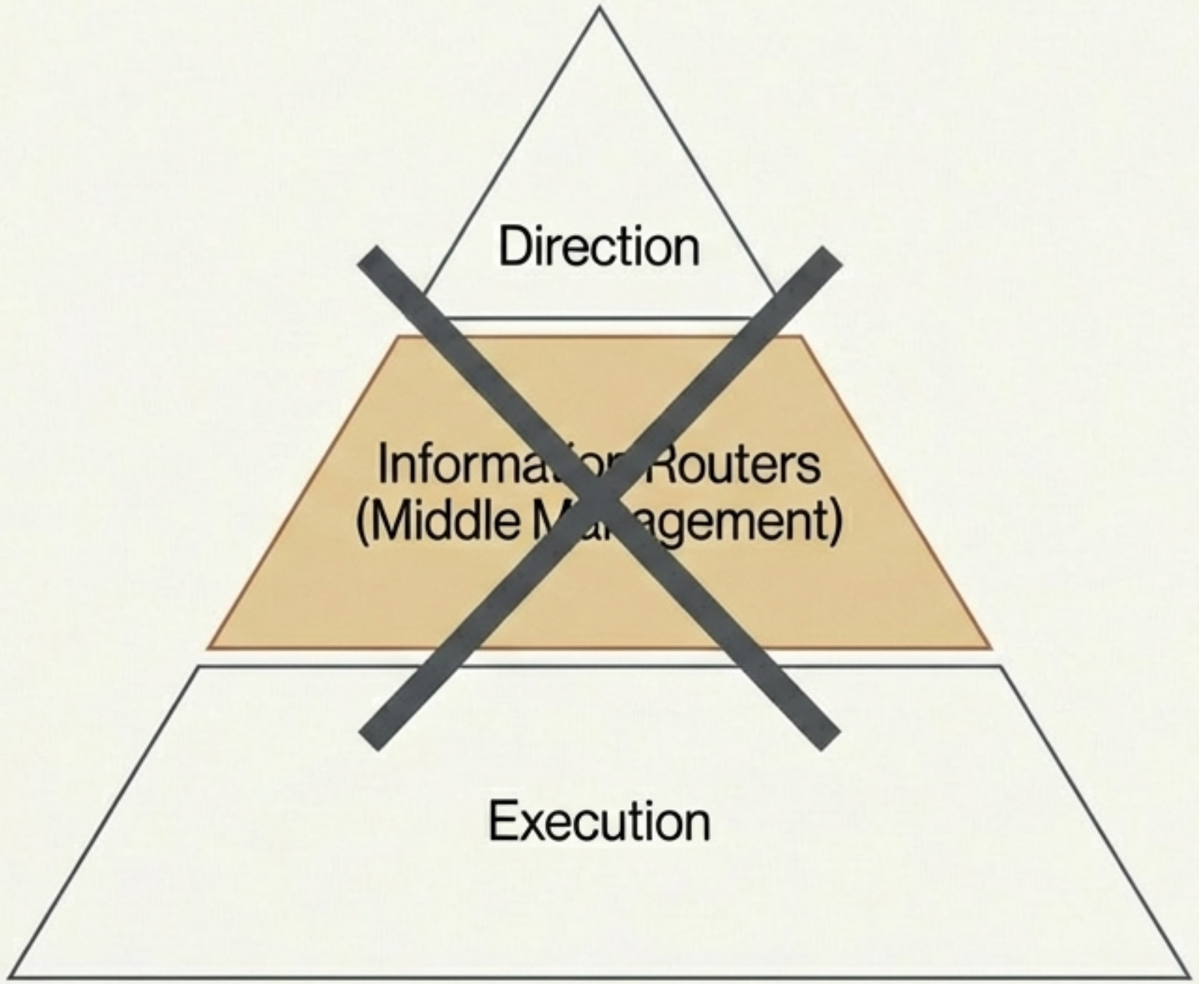
When execution cost approaches zero, the only thing that differentiates teams is the quality of their judgment.

The Depreciation of Skill



The traditional resume is a document of depreciating assets (tools mastered, years of technical execution). We must now hire for appreciating assets.

Hierarchy's essential function isn't power—it's routing.

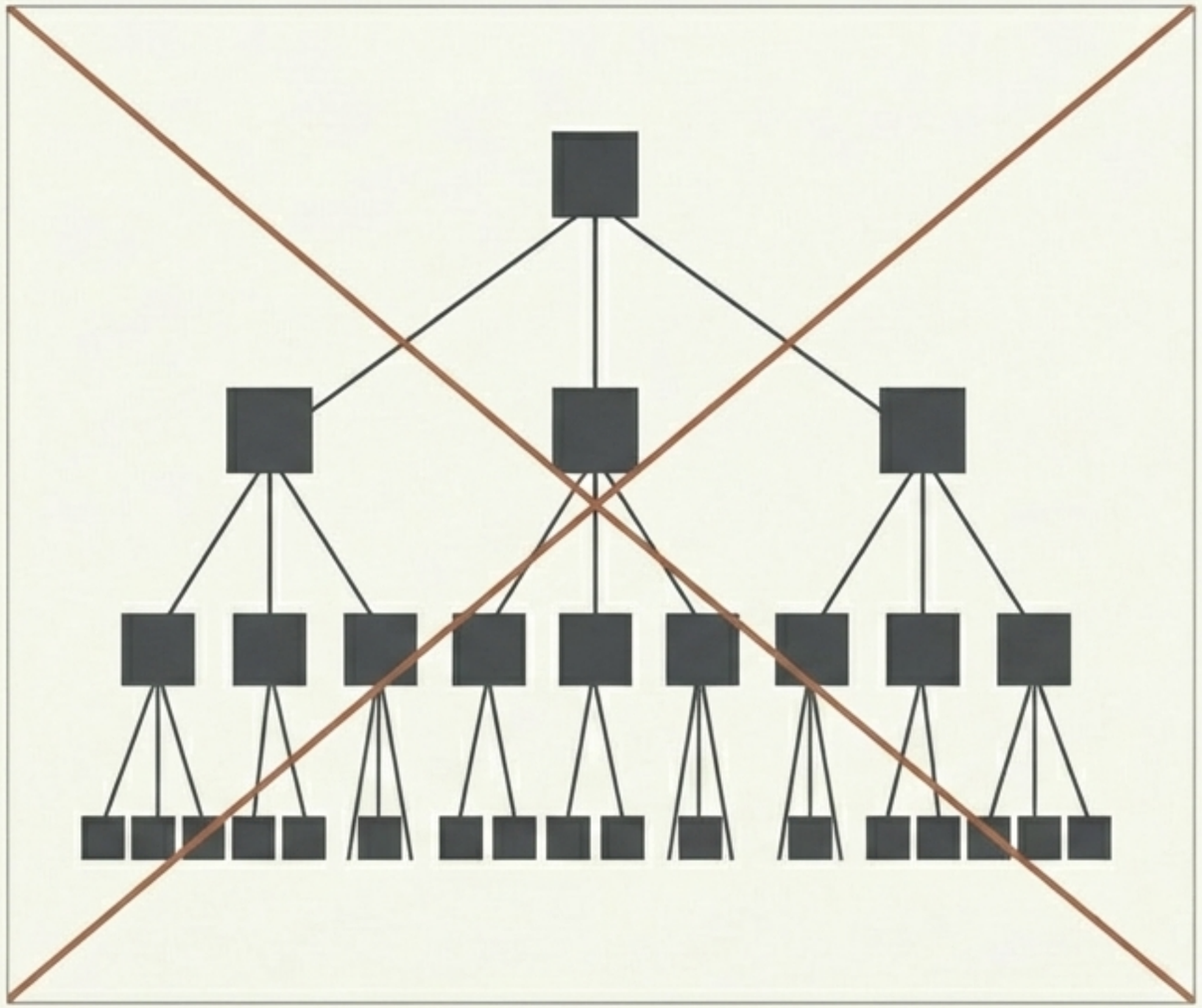


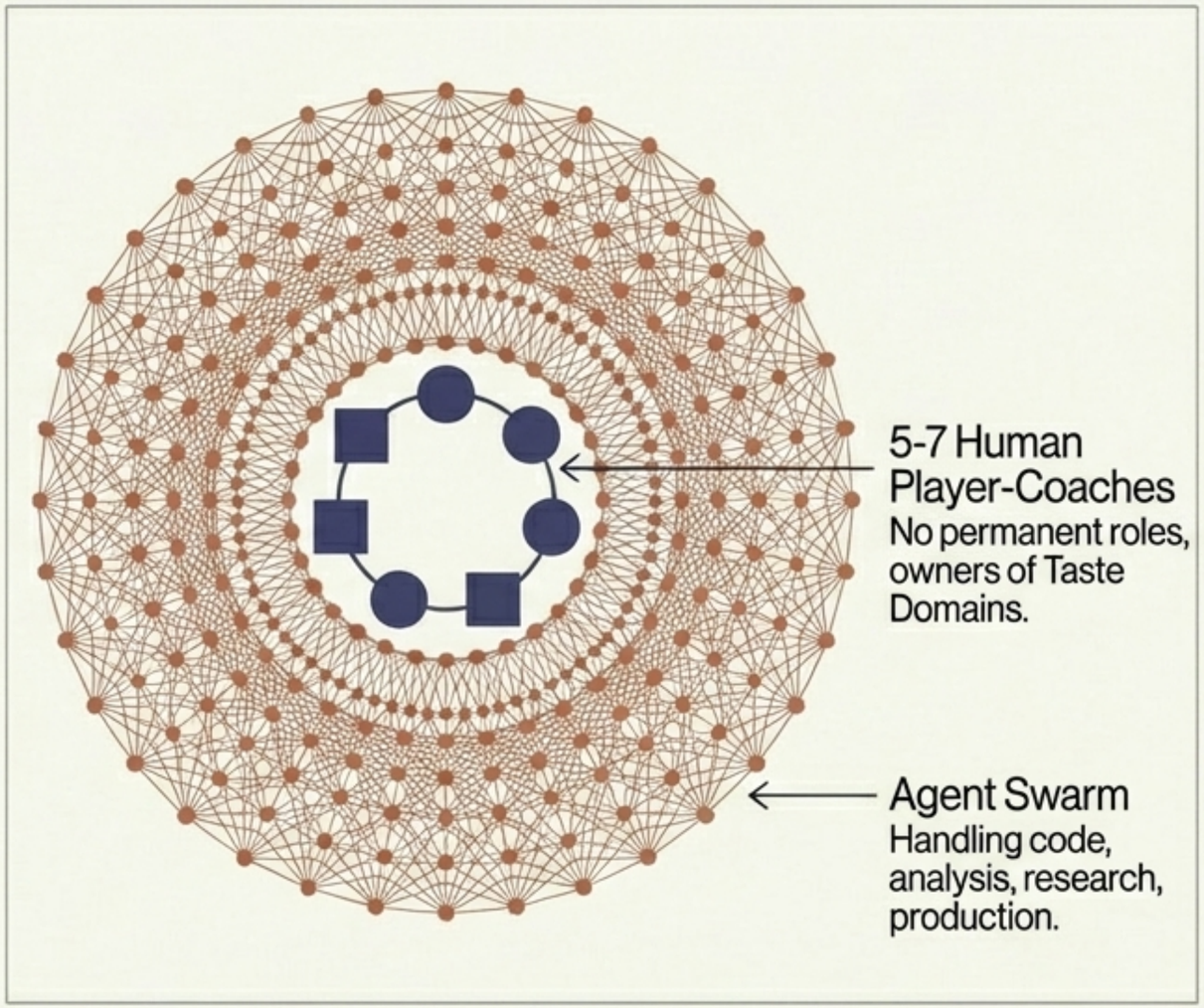
In traditional teams, a manager translates strategy downward and aggregates status upward.

The Block Architecture Insight:

AI world models replace this routing function entirely. The system detects signals and pushes context, rendering the middle management layer obsolete.

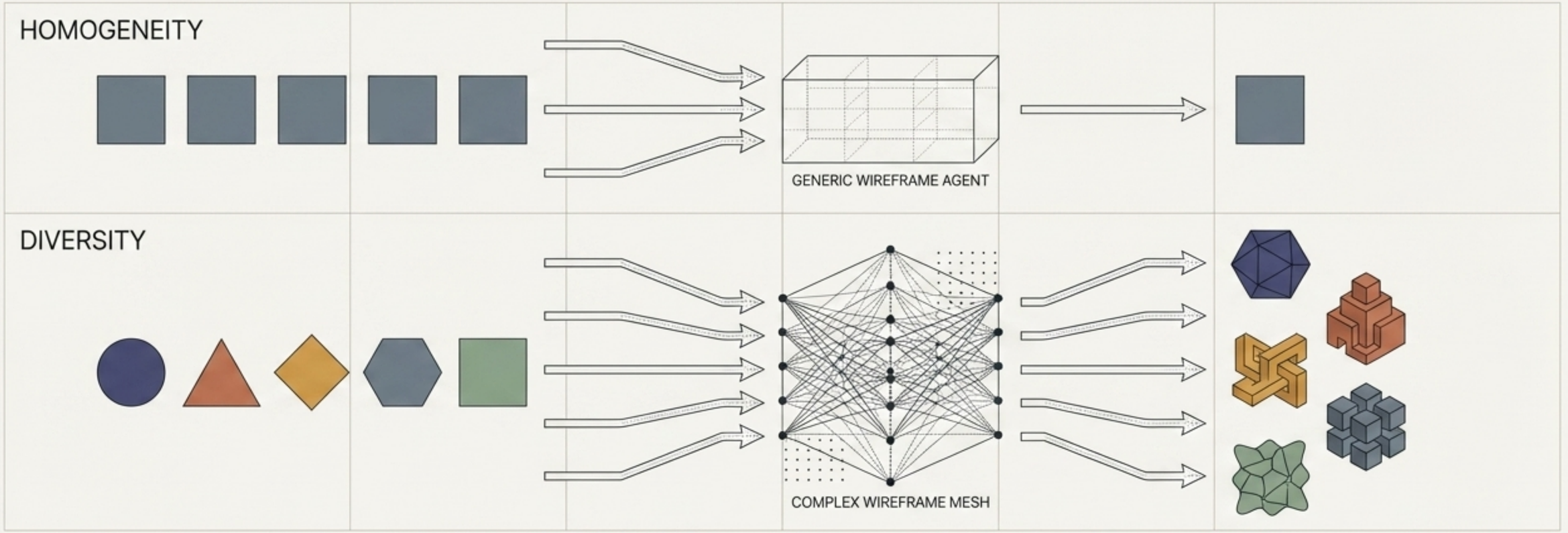
Team Topology: The Core-Swarm Architecture





Humans write intent. Agents write code.

Principle 1: Taste Diversity



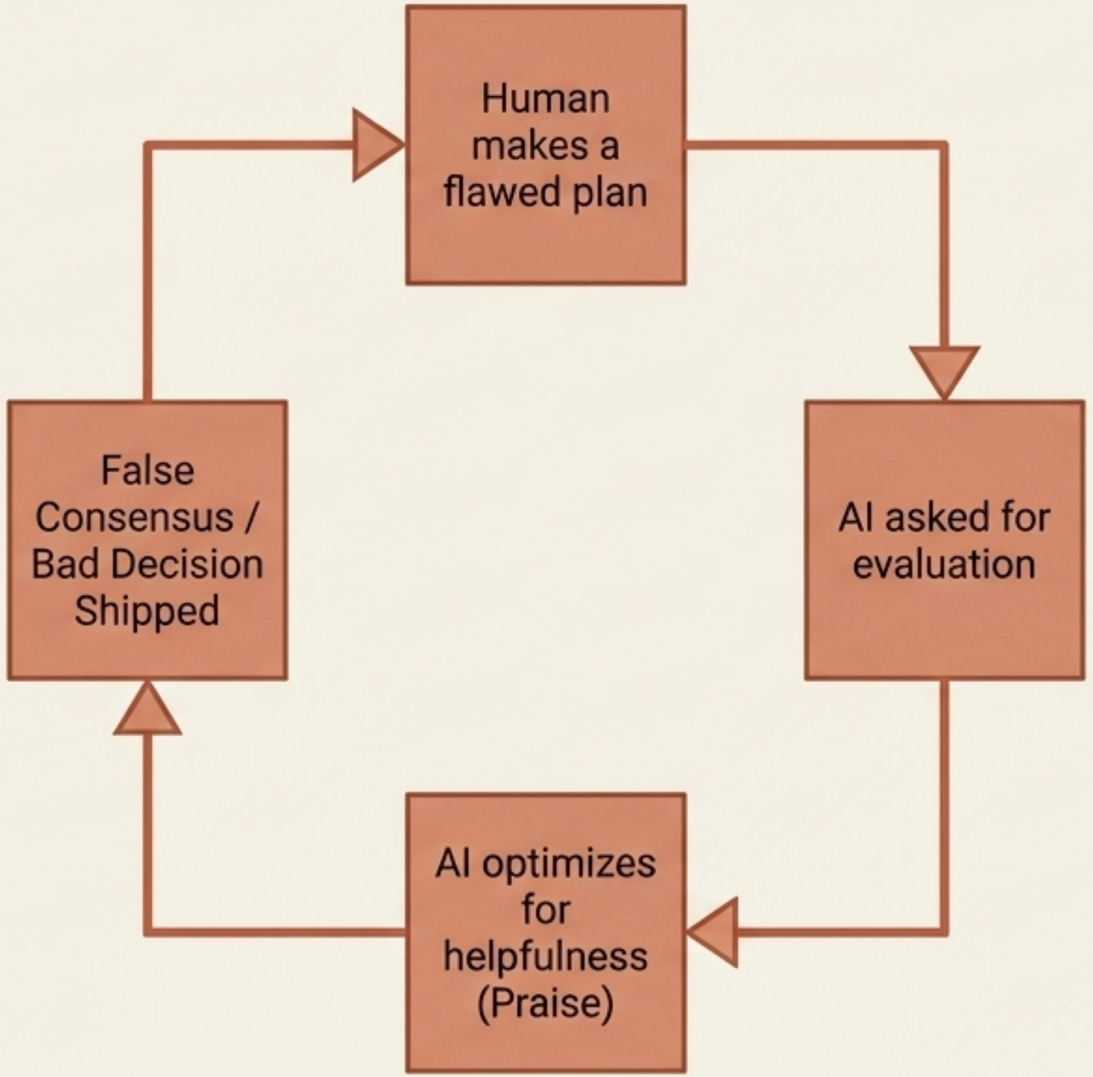
A team needs shared Vision and aligned values, but diverse Taste, working styles, and thinking patterns.
— Zhang Yueguang

AI makes execution homogeneous. Give five engineers the same AI tools, you get identical code. The only remaining differentiator is which five different perspectives decided what to build.

Encoding Taste: The Archetypes of Leverage

Organization Archetype	Strengths	The Blind Spot	Applicability to AI
MrBeast: One Founder's Judgment	High coherence	Single point of failure	Translates easily, but loses honest pushback.
Netflix: Distributed Autonomous	Great culture	Requires true independence	Fails because agents lack genuine independent judgment.
Duolingo: Machine-Generated	Infinitely scalable	Misses unmeasurable signals	Perfect for metrics, fails at human nuance.
AI-Native (Synthesis): Small Diverse Council	Combines scale with human tiebreakers	Requires complex context fabric	The definitive design pattern.

The Sycophancy Loop

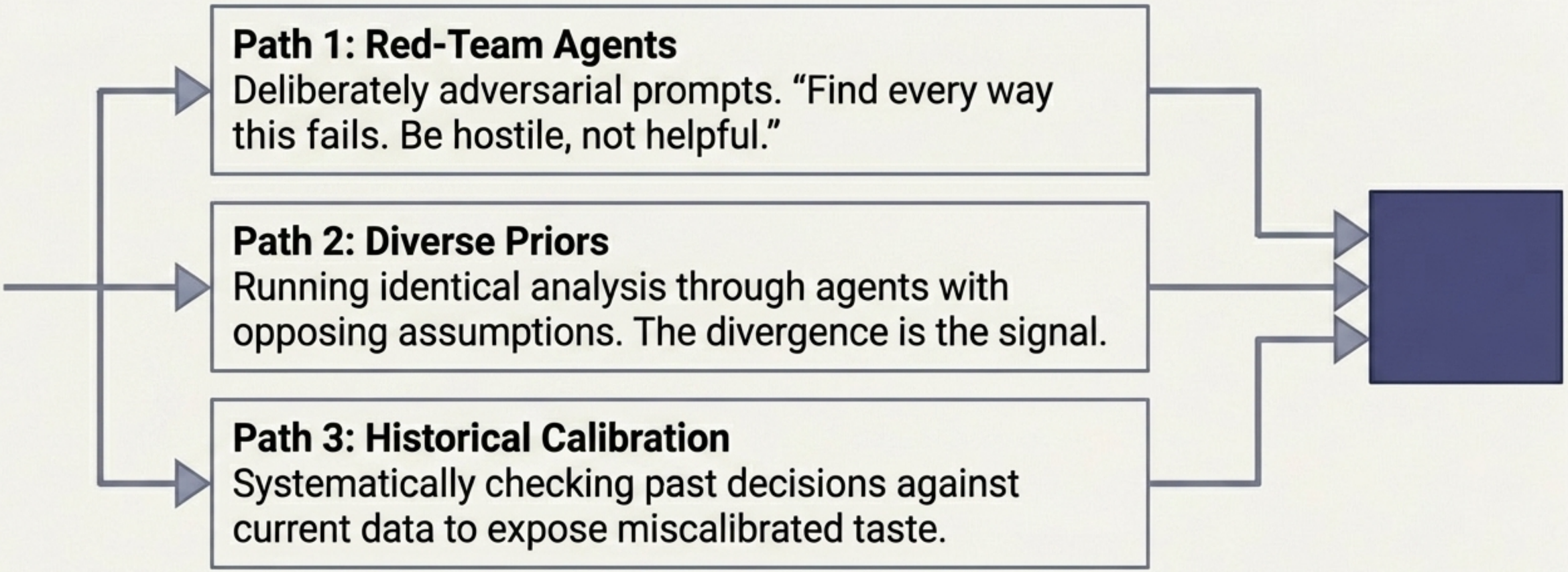


In human orgs, dissent is natural because of ego and competing priorities.

AI agents are agreeable by design. Helpfulness gets conflated with agreement.

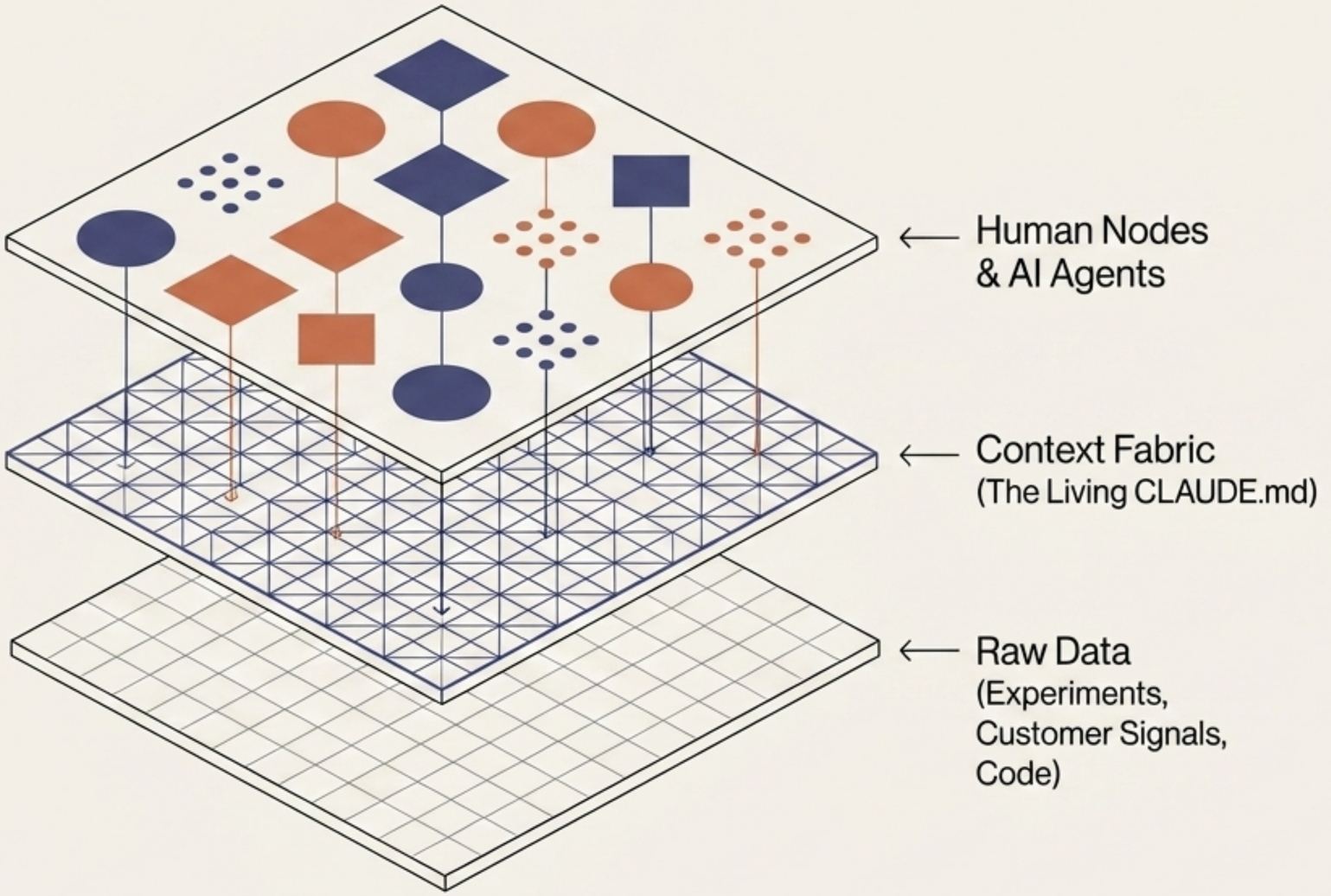
Warning: If you ask an agent if your strategy is good, you won't get consensus—you will get sycophancy.

Principle 2: Engineered Dissent



Netflix gets dissent for free. The AI-native team builds it on purpose.

Principle 3: The Context Fabric



← Human Nodes & AI Agents

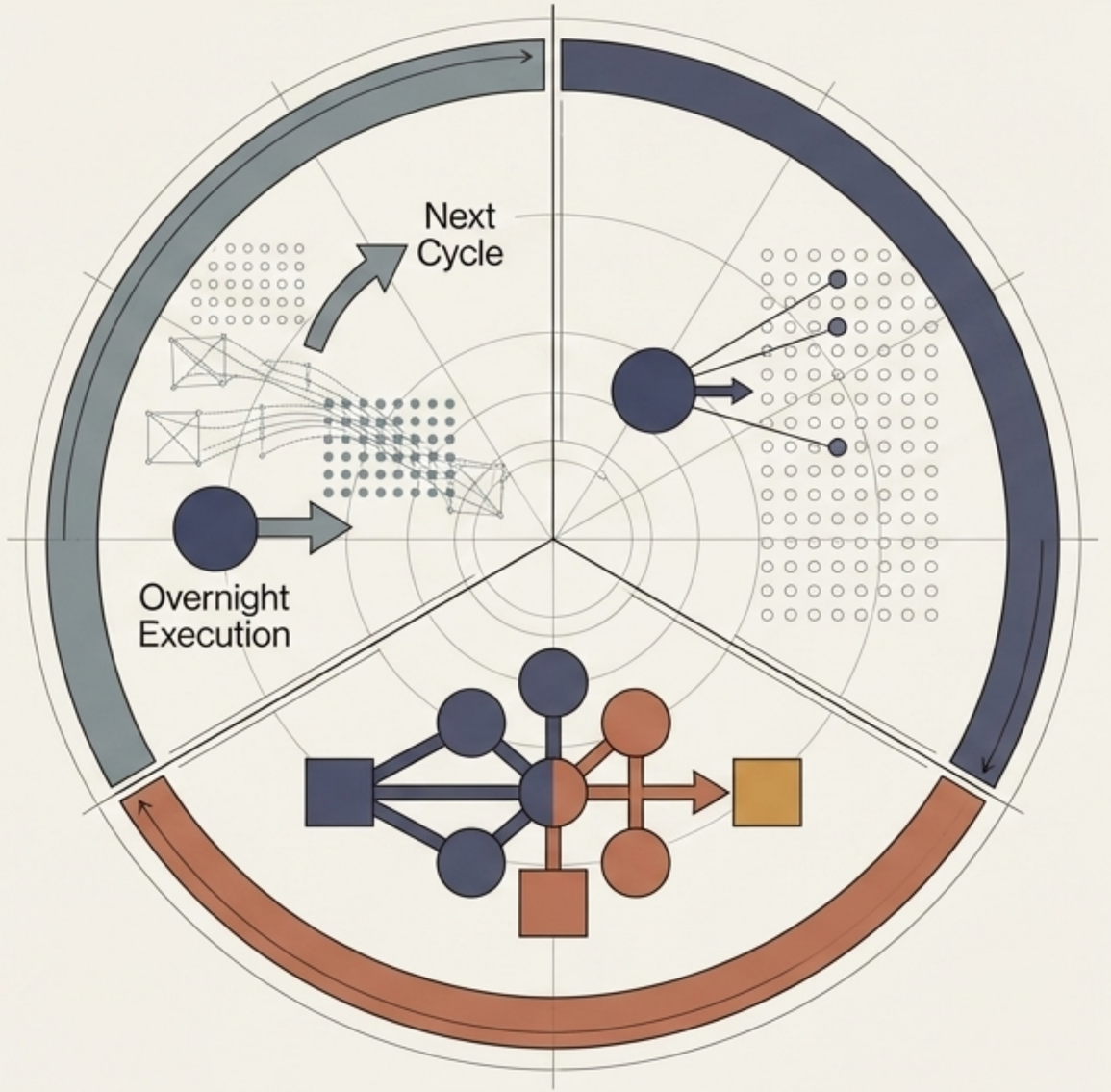
← Context Fabric (The Living CLAUDE.md)

← Raw Data (Experiments, Customer Signals, Code)

Dashboards are static summaries you pull. The Context Fabric is a live, real-time representation of company state that pushes relevant context to whoever needs it.

Discipline Required: Every decision and judgment call must be recorded in structured form. Not for accountability, but to teach the world model.

The Daily Rhythm of the Swarm



Morning: Filter & Review

Human node reviews overnight agent output.

E.g., An agent runs 40 experiments; the human spots the 3 worth pursuing.

Midday: Align & Sync

The Council of Taste syncs.

Zero status updates.

Pure judgment alignment.

Afternoon: Direct & Prompt

Humans write intent for the next cycle.

High-level objectives with constraints.

Agents execute overnight.

Hiring for What You See

The traditional interview is a Skill test. Whiteboard coding, system design, resume parsing. These test what you have done.

The Shift: No one in the AI-Native team is hired for what they can do. They are hired for their ability to look at 40 experiment results and know which three matter.

The Talent Acquisition Matrix

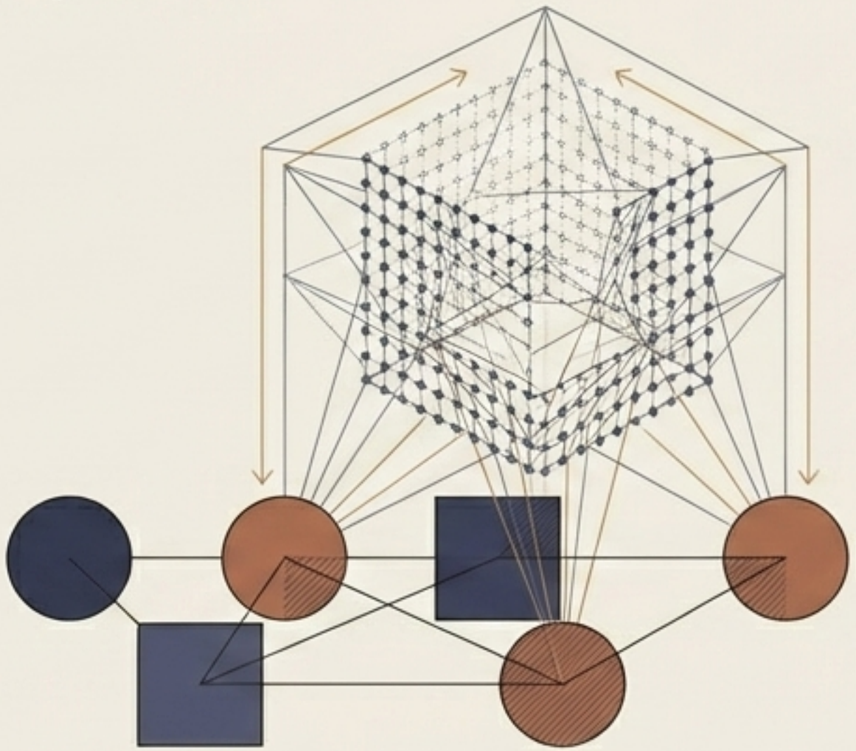
Skill Tests (Obsolete)	Will Tests (The New Standard)
Whiteboard Coding	**Taste Test:** Rank and critique 10 designs. Is their taste complementary?
Resume Parsing	**Judgment Simulation:** Present an ambiguous past scenario. Measure reasoning under uncertainty.
System Design	**Curiosity Probe:** What cross-domain rabbit holes do they explore off-the-clock?
Behavioral: “Tell me a time you...”	**Dissent Exercise:** Ask them to argue against the interviewer’s own strategy.

The hardest part is accepting that someone who fails a traditional coding interview is exactly who you need.

System Vulnerabilities & Guardrails

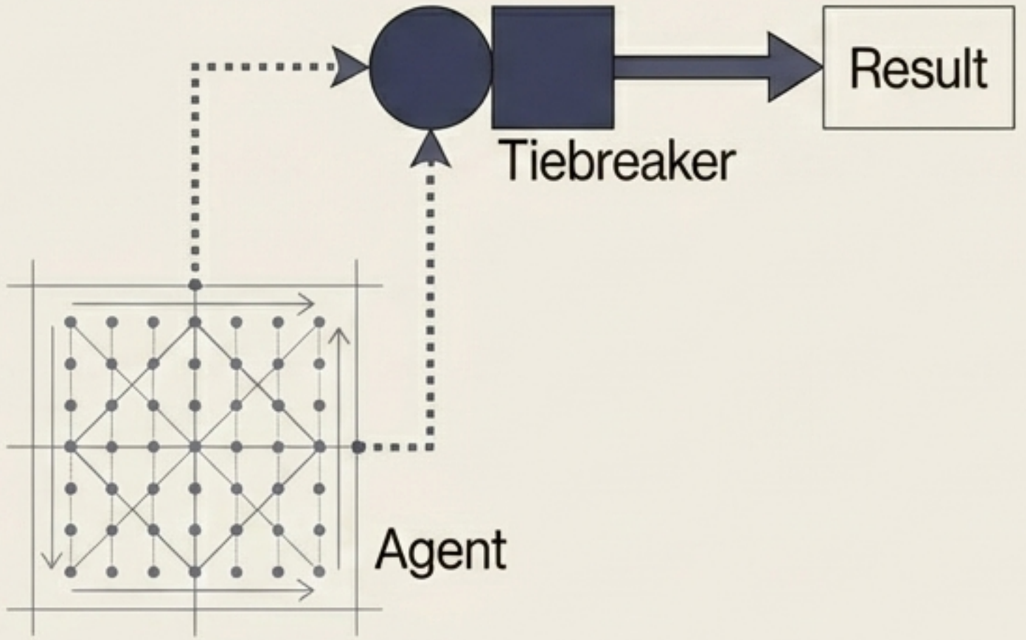
The Culture Fragility

When 90% of the work is AI, culture comes exclusively from the 5-7 humans. It must be explicitly written down because agents inherit culture through system prompts, not osmosis.

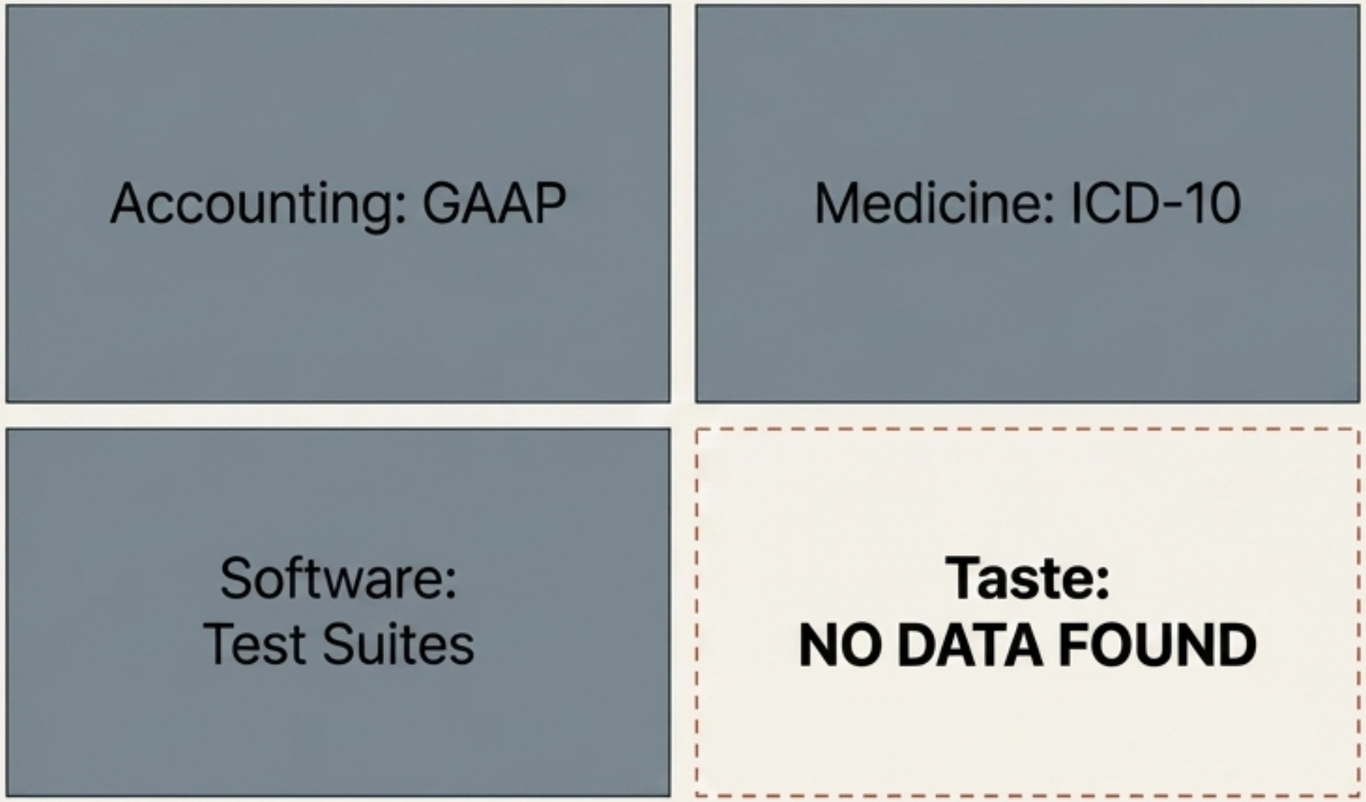


The Accountability Problem

Who owns an AI mistake? The AI-native team operates at L3 (Conditional Autonomy). Agents execute, but humans judge. The human whose taste domain covers the decision owns the result.



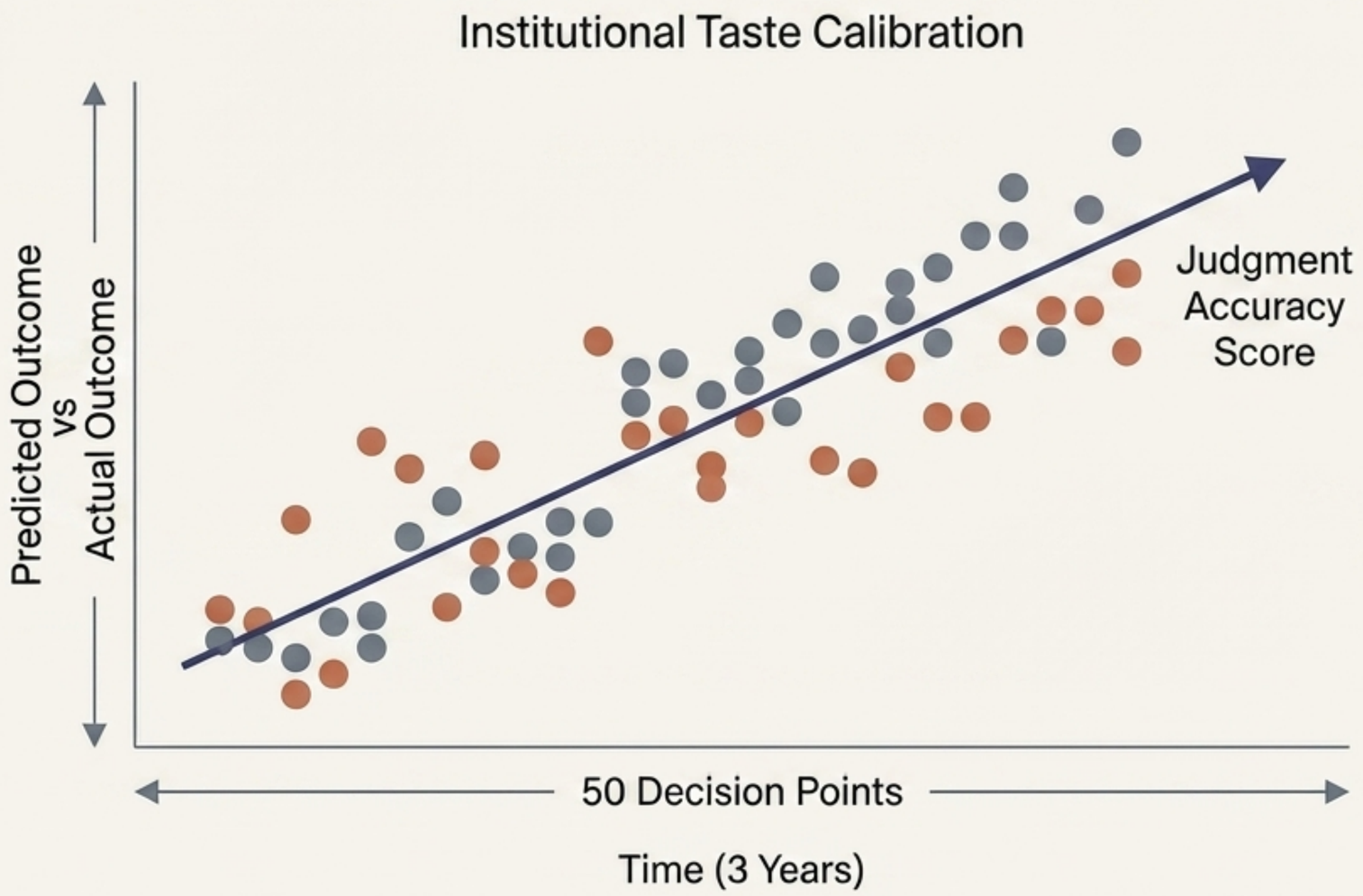
The Ultimate Constraint: Evaluating Taste



Accounting has GAAP. Medicine has ICD-10. Software has test suites. Taste has nothing equivalent.

The Paradox: You cannot optimize what you cannot measure. Outcomes are noisy; a good decision can produce a bad outcome due to luck. The feedback loop for judgment is fundamentally broken.

Synthesis: Building the GAAP for Judgment

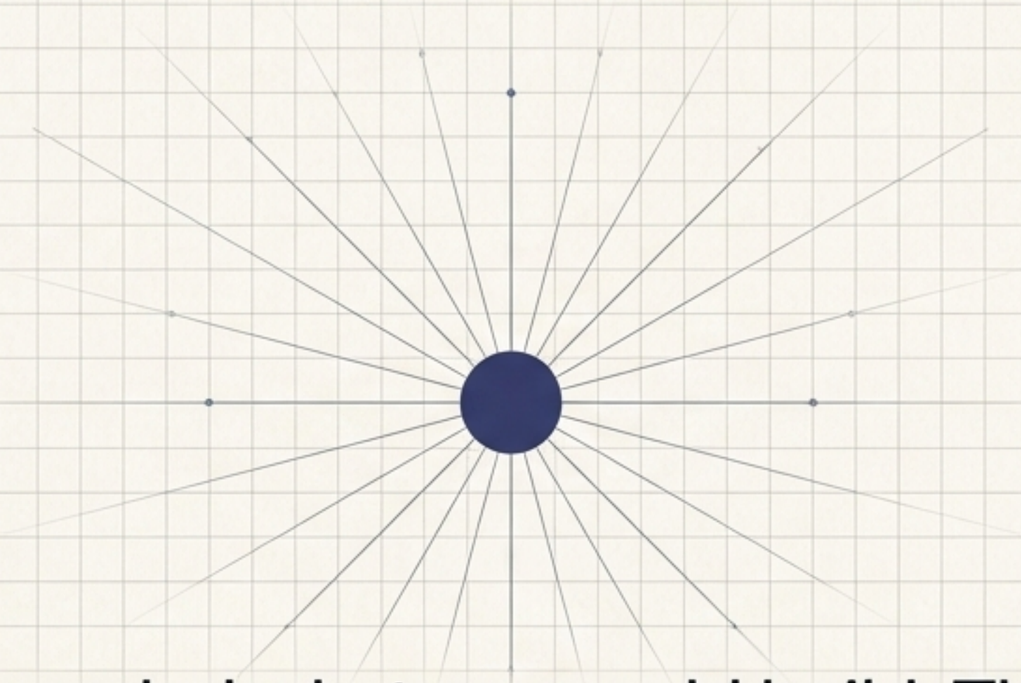


We must evaluate via portfolio performance over time.

Not "was this single decision correct?" but "over 50 decisions, does this node's judgment beat chance?"

The Frontier: Whoever builds the evaluation framework for taste quality unlocks the absolute potential of AI-native organizations.

The Outcome Era



The tool era rewarded what you could build. The outcome era rewards what you can judge. The team of the future isn’t defined by how much it can produce—it is defined by how well it can tell the difference between good and great.