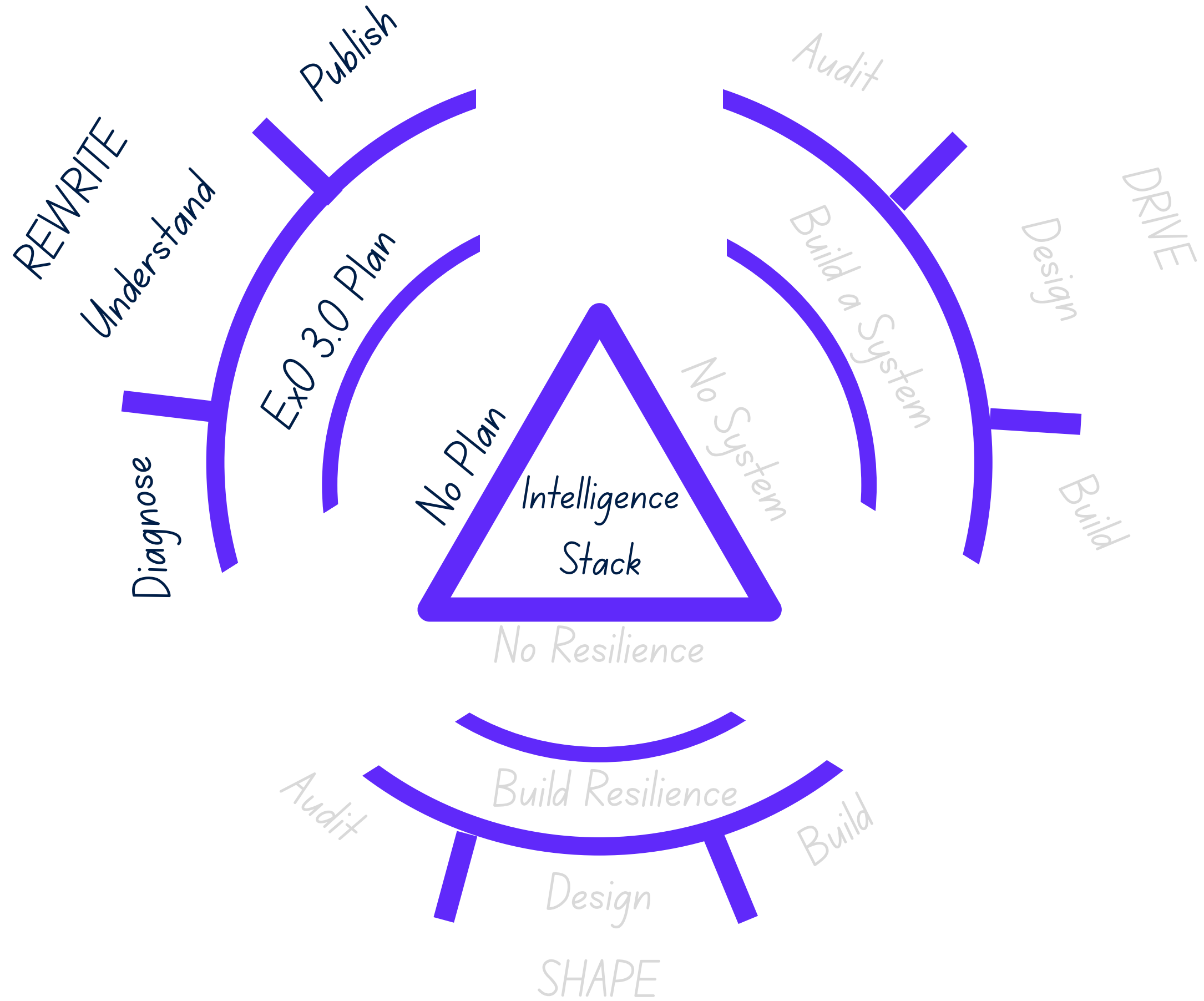


FOCUS



THE REWRITE FRAMEWORK

Measure organizational friction. Calibrate your AI readiness. Pick your first move.



THE DIAGNOSTIC IMPERATIVE

THE ORGANIZATIONAL SINGULARITY

THE FIRM OF THE FUTURE WILL NOT
BE MEASURED BY THE SIZE OF ITS
WORKFORCE. IT WILL BE MEASURED BY
THE **DENSITY** OF ITS **INTELLIGENCE** AND
THE **SPEED** OF ITS **DECISION LOOPS.**

THE ORGANIZATIONAL SINGULARITY

DIRECT MODE

50 OR FEWER
EMPLOYEES.

You score and design for the whole company. There is no immune system strong enough to block transformation. REWRITE applies in place.

EDGE MODE

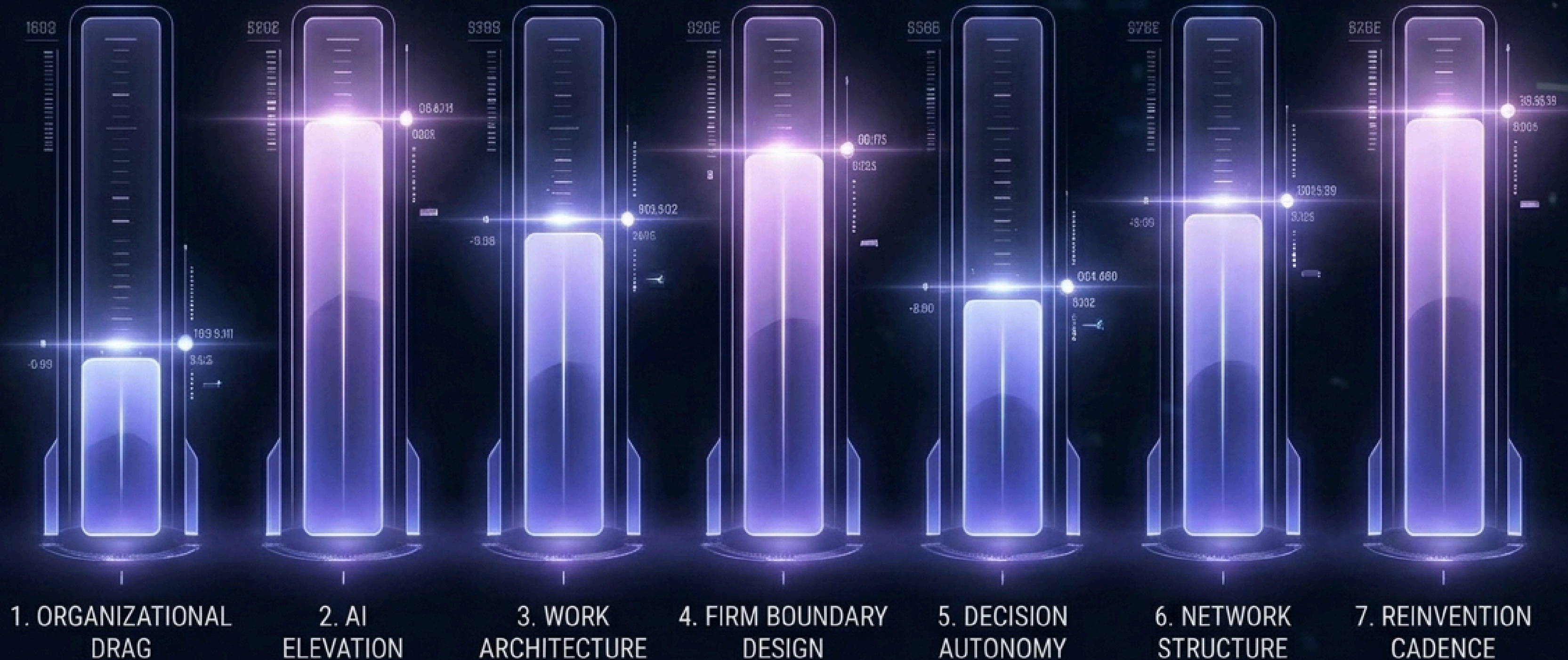
MORE THAN **50**
EMPLOYEES.

You score the mothership, but design for an edge venture. Transformation cannot happen in the core. Build an AI-native parallel operation.

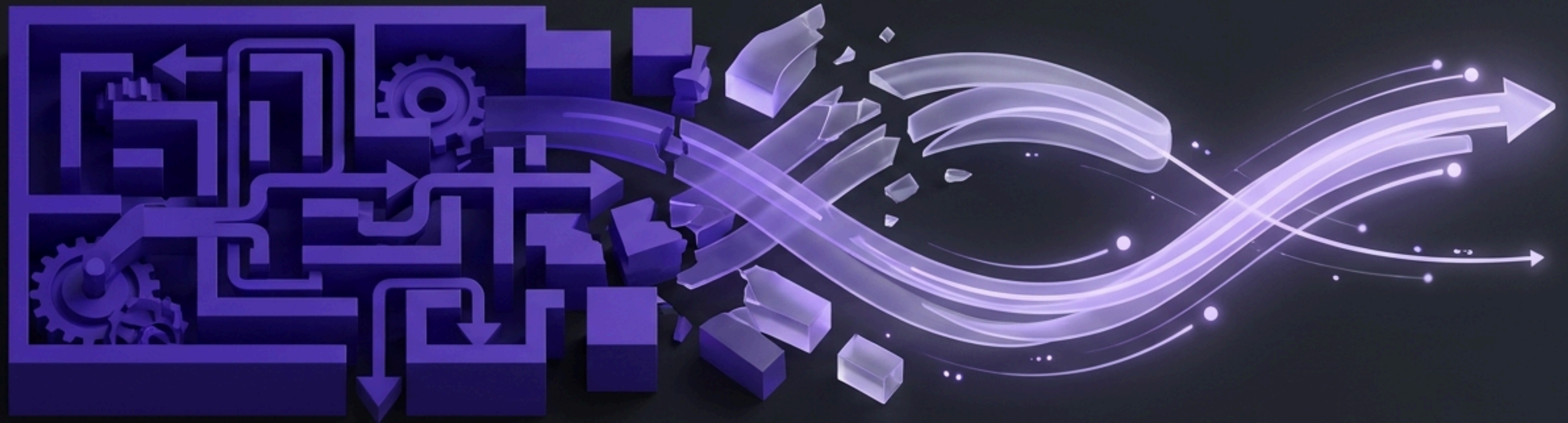
IF THE CEO CAN NAME EVERY EMPLOYEE AND DESCRIBE THEIR WORKFLOW, YOU ARE DIRECT. OTHERWISE, EDGE.

THE 7 DIMENSIONS OF ORGANIZATIONAL SHAPE

THE ORGANIZATIONAL EQUALIZER



Organizational Drag measures internal friction and decision latency.

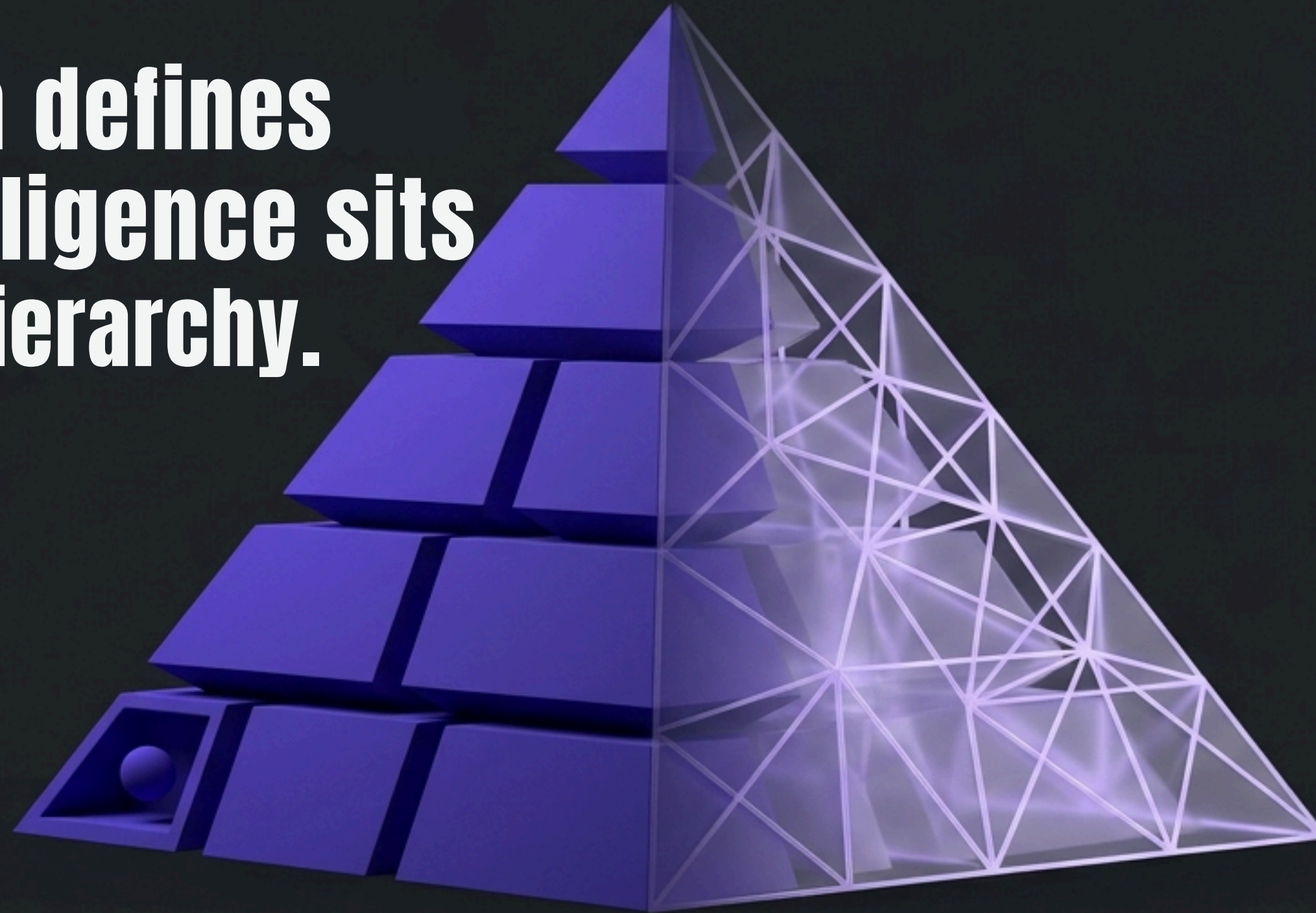


1 2 3 4 5 6 7 8 9 10

Score 1 (Legacy): High drag.
Defined by approvals, committees,
and review theater.

Score 10 (AI-Native): Low drag.
Decisions are executed seamlessly
at the lowest competent level.

**AI Elevation defines
where intelligence sits
within the hierarchy.**



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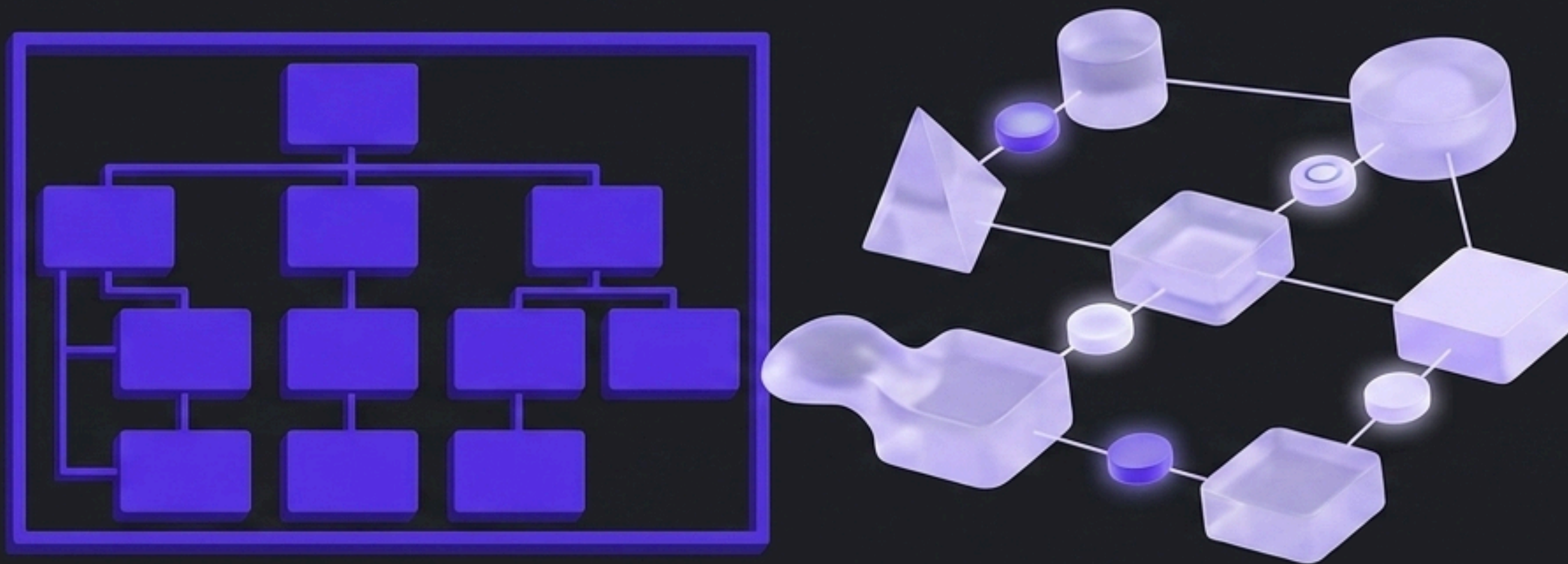
9

10

**Score 1 (Legacy): AI is an isolated tool
relegated to IT or an innovation lab.**

**Score 10 (AI-Native): AI operates as
the core organizational design
principle across the executive layer.**

Work Architecture shifts from static titles to fluid tasks



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Score 1 (Legacy):

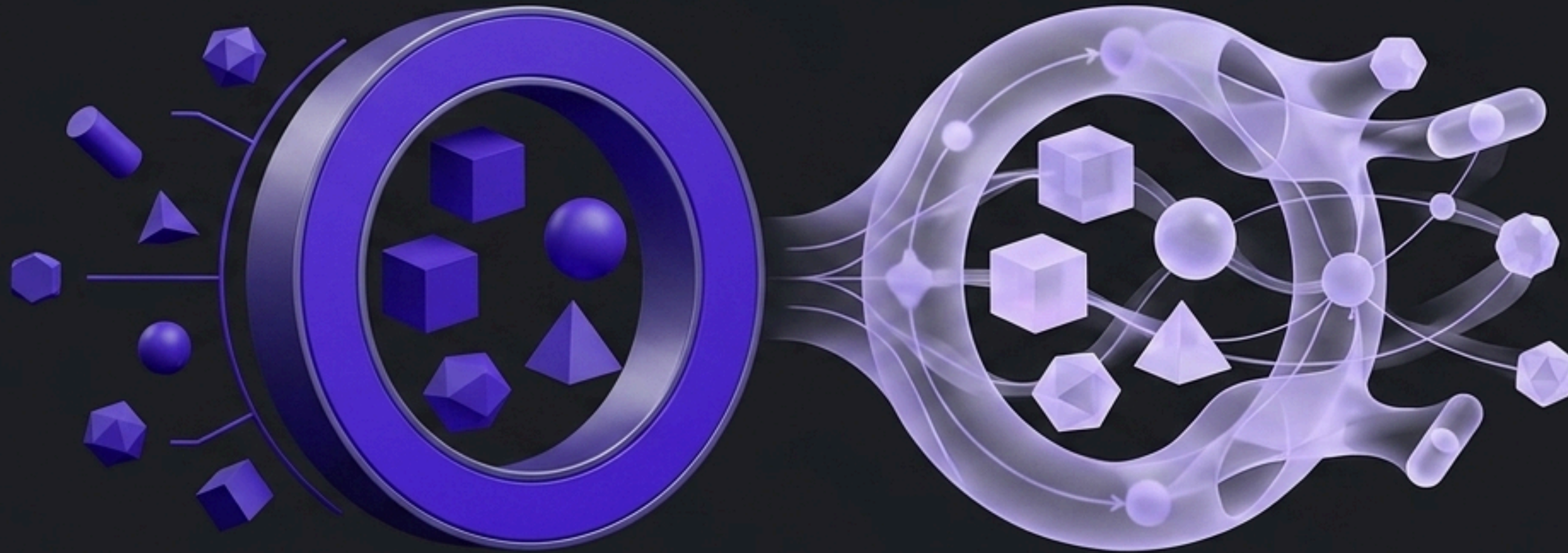
Roles are title-based and rigidly fixed.

Score 10 (AI-Native):

Work is task-based, with fluid, dynamic assignment across humans and AI agents.



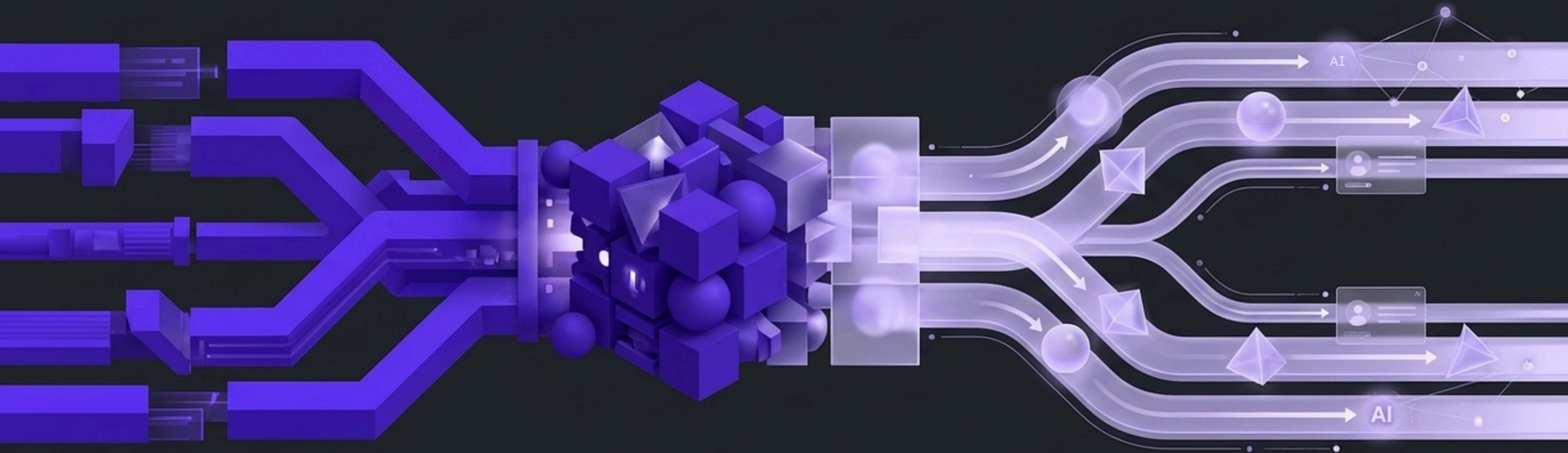
Firm Boundary Design dictates the human-to-agent integration depth.



Score 1 (Legacy):
The workforce is 100% human. AI is treated merely as external software.

Score 10 (AI-Native):
Agents operate as formal team members holding specific roles, authorities, and accountability.

Decision Autonomy relies on intelligent routing rather than bottlenecked approvals.



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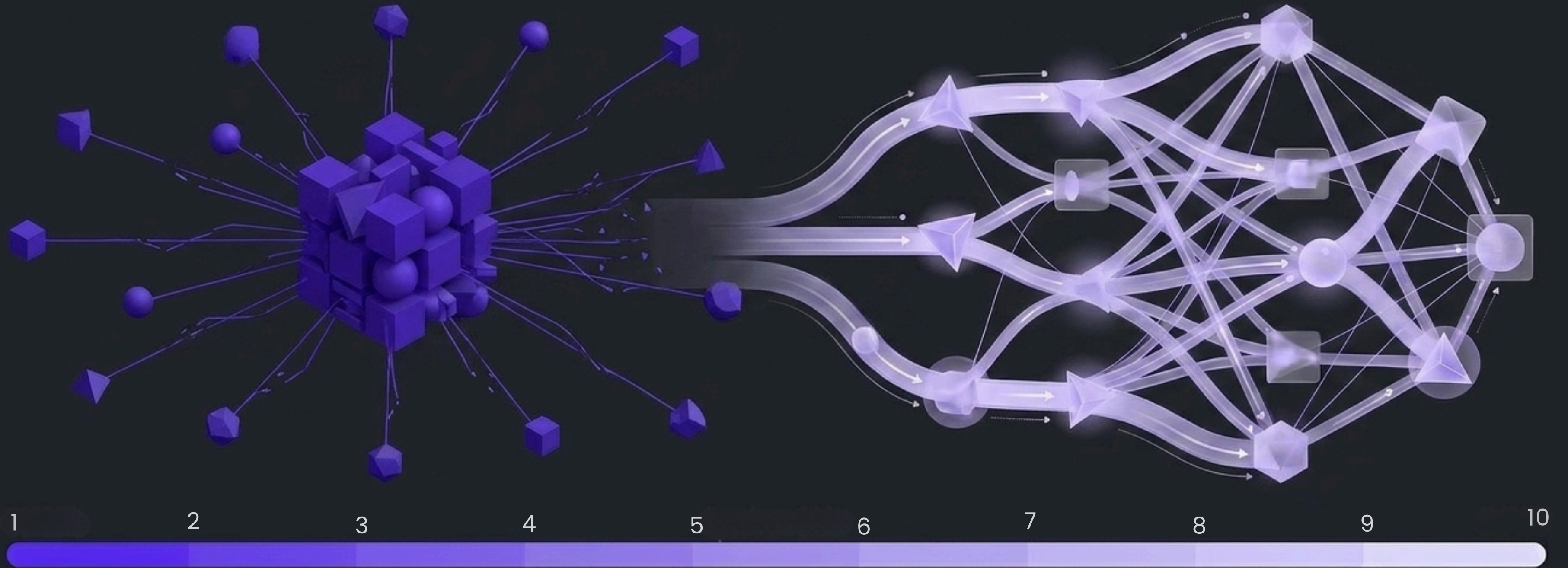
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Score 1 (Legacy):
Every decision requires explicit human approval.

Score 10 (AI-Native):
Clear, autonomous routing systems perfectly differentiate between agent-decided and human-decided actions.

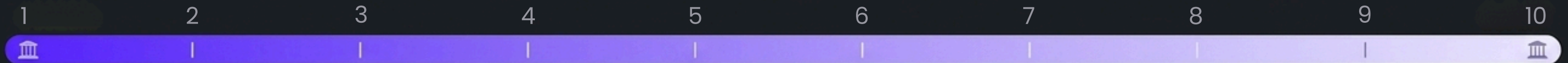
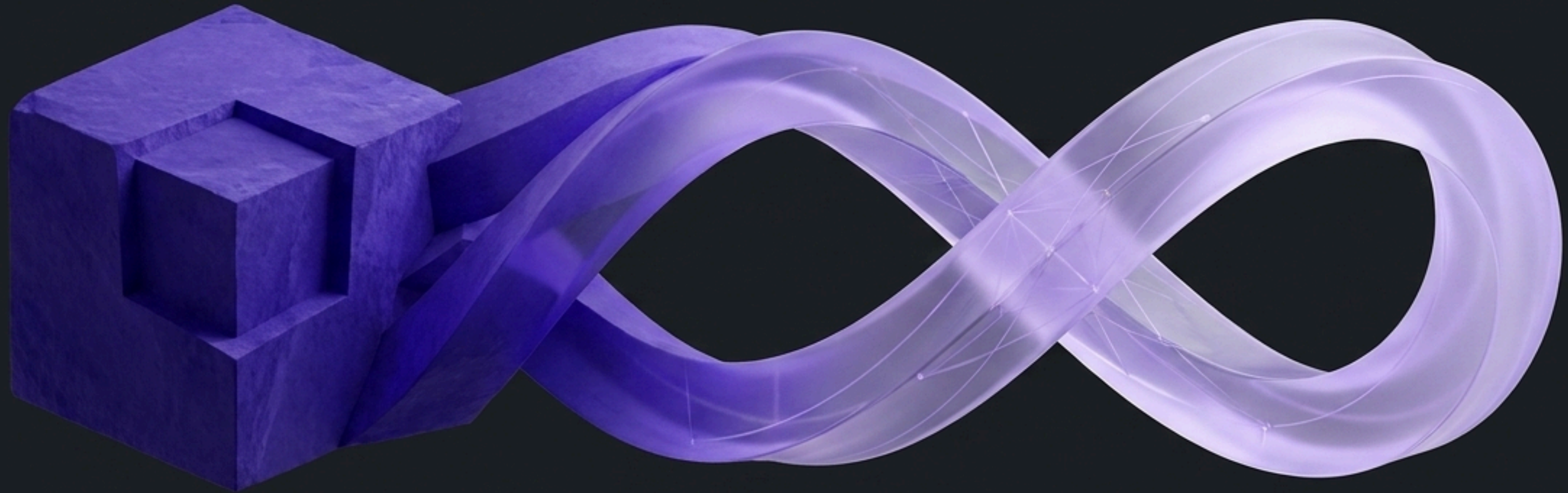
Network Structure must evolve from centralized control to edge execution.



Score 1 (Legacy):
Rigid hierarchy relying on a slow,
centralized hub-and-spoke model.

Score 10 (AI-Native):
Distributed authority where critical decisions happen
instantly at the edges of the intelligence network.

Reinvention Cadence measures the frequency of fundamental redesign.



Score 1 (Legacy): Calcified.
The organization is frozen and never fundamentally redesigns itself.

Score 10 (AI-Native): Continuous.
The organization exists in a state of perpetual corporate rebirth.



CALIBRATING THE TOTAL SCORE

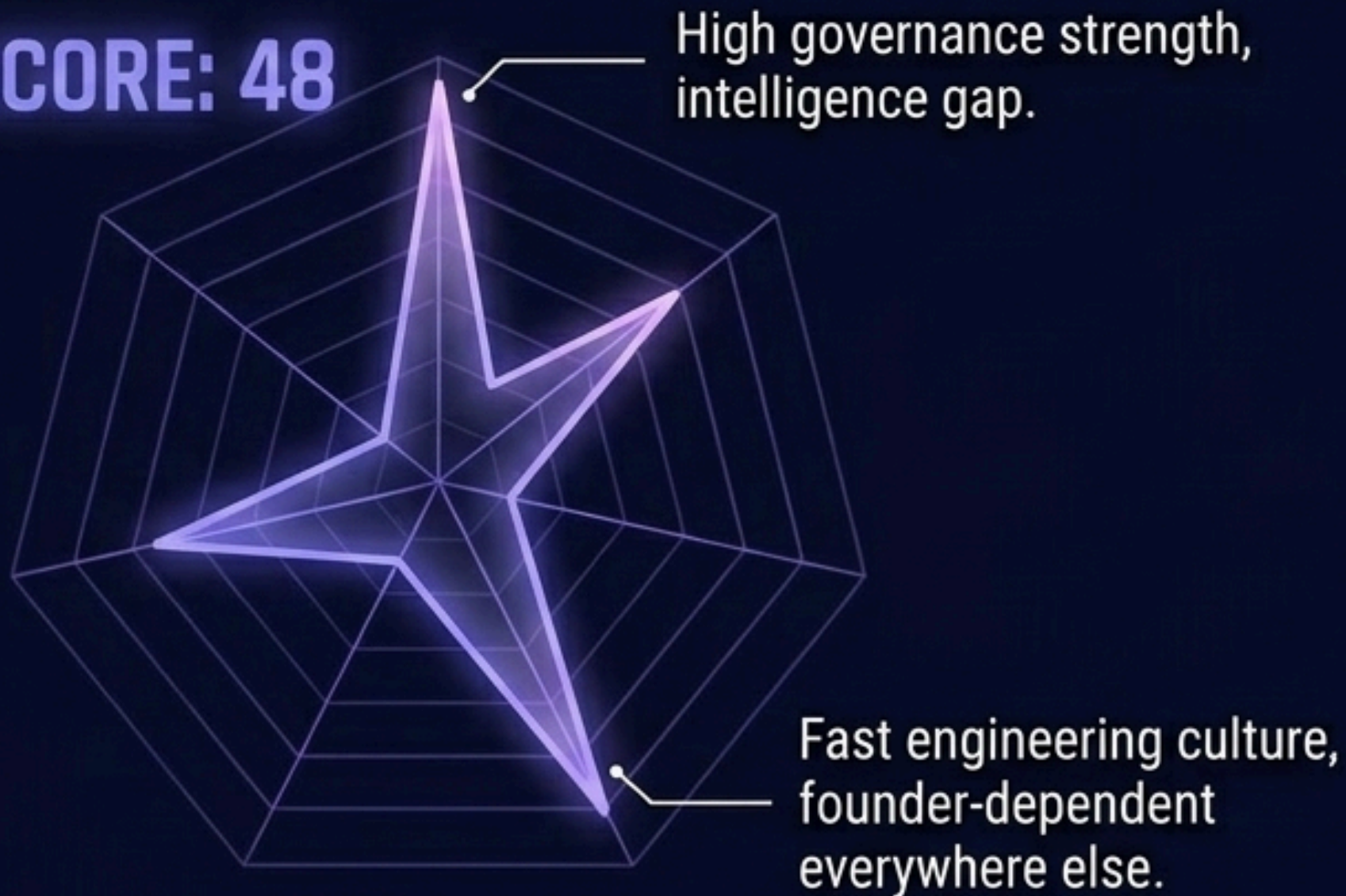
50-70 POINTS	REWRITE READY	Foundation is set. Proceed to full transformation.
30-49 POINTS	FOUNDATIONAL WORK NEEDED	Focus strictly on your two lowest dimensions before attempting scale.
BELOW 30 POINTS	PRE-FOUNDATION	Survival risk. Start with education and small pilots.



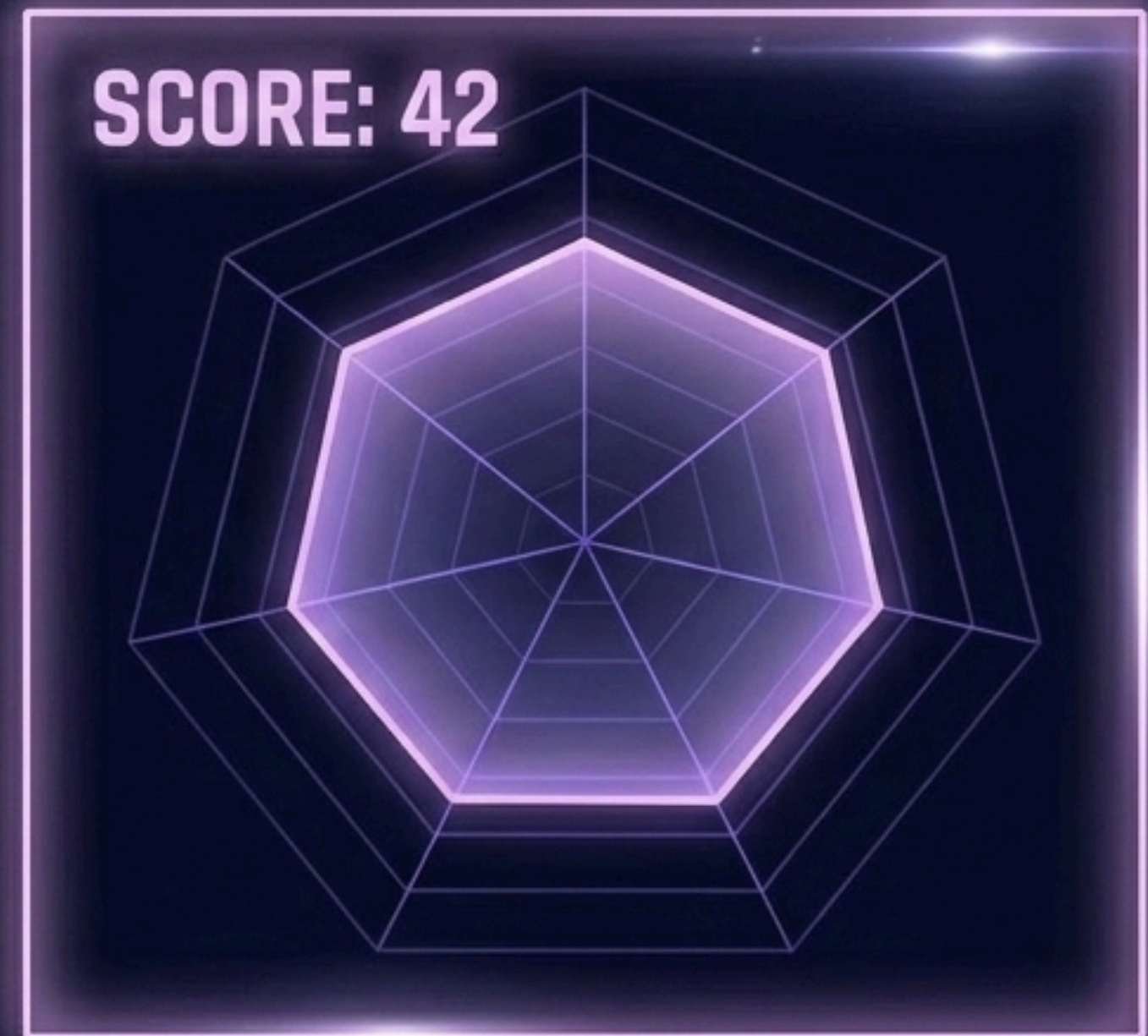
THE SHAPE PATTERN OUTWEIGHS THE TOTAL SCORE

A balanced 42 structurally outperforms an extremely lopsided 48. Your shape pattern provides a one-sentence diagnosis of how your organization actually operates.

SCORE: 48

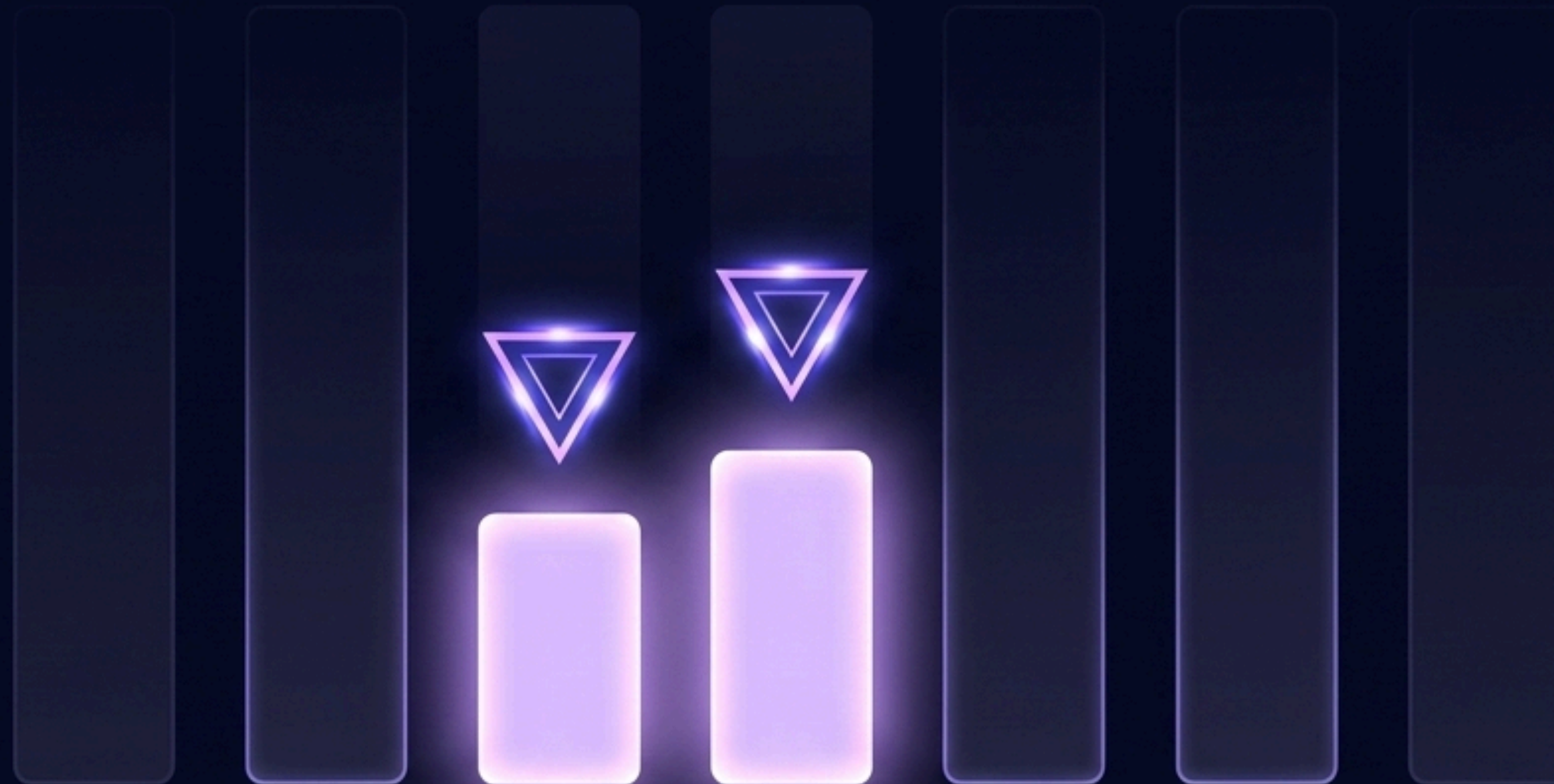


SCORE: 42



IDENTIFYING YOUR BINDING CONSTRAINTS

Look strictly at your two lowest dimensions. These are your binding constraints. Every other initiative in your organization is gated by them. You cannot scale intelligence until these structural bottlenecks are broken.



SELECTING THE TARGET WORKFLOW

Rule: Do not pick a function. Pick a single workflow. (e.g., invoice approval, customer onboarding, inbound support triage).

**WORKFLOW
CHOICE**



DIRECT MODE PATH

Select a workflow where coordination dominates judgment. Deploy agents here first.



EDGE MODE PATH

Select the prime candidate for edge migration. Build an AI-native parallel that will outperform the mothership by 3x.

TASK DECOMPOSITION MATRIX

Break the workflow into 5-8 granular tasks (e.g., intake, categorize, lookup, respond, follow-up).



SELECTING YOUR DEPLOYMENT ON-RAMP



THE 90-DAY TRANSFORMATION BLUEPRINT

A precision plan for immediate organizational impact and transformation.

1 TARGET THE
BINDING
CONSTRAINT

Your lowest dimension.



2 EXECUTE THE
DEPLOY-NOW
LIST

Your 4 and 5 tasks.



3 RUN THE
PROPER
ON-RAMP

MVIS, Sprint, or Full REWRITE.



Run this inside your edge venture or across your direct company.
Re-score in 6 months to measure transformation progress.