

THE
10X
SHIFT

Welcome to The 10X Shift—a journey to uncover what it means to think exponentially and become a true driver of transformation.

Before we begin, take a moment to check in with yourself.

My current mindset is mostly...

- Linear
- Incremental
- Exponential
- Not sure yet

Why I'm here (circle all that apply):

- To future-proof my career/business
- To understand exponential technology
- To unlock new growth opportunities
- To lead meaningful innovation
- To think bigger
- Other: _____

What does 10X mean to me right now?

My Intention for this Workshop:

Self-Assessment

(1–5 scale)

I'm open to challenging how I've always done things

I believe technology is moving faster than I can keep up

I'm ready to take bold action for exponential growth



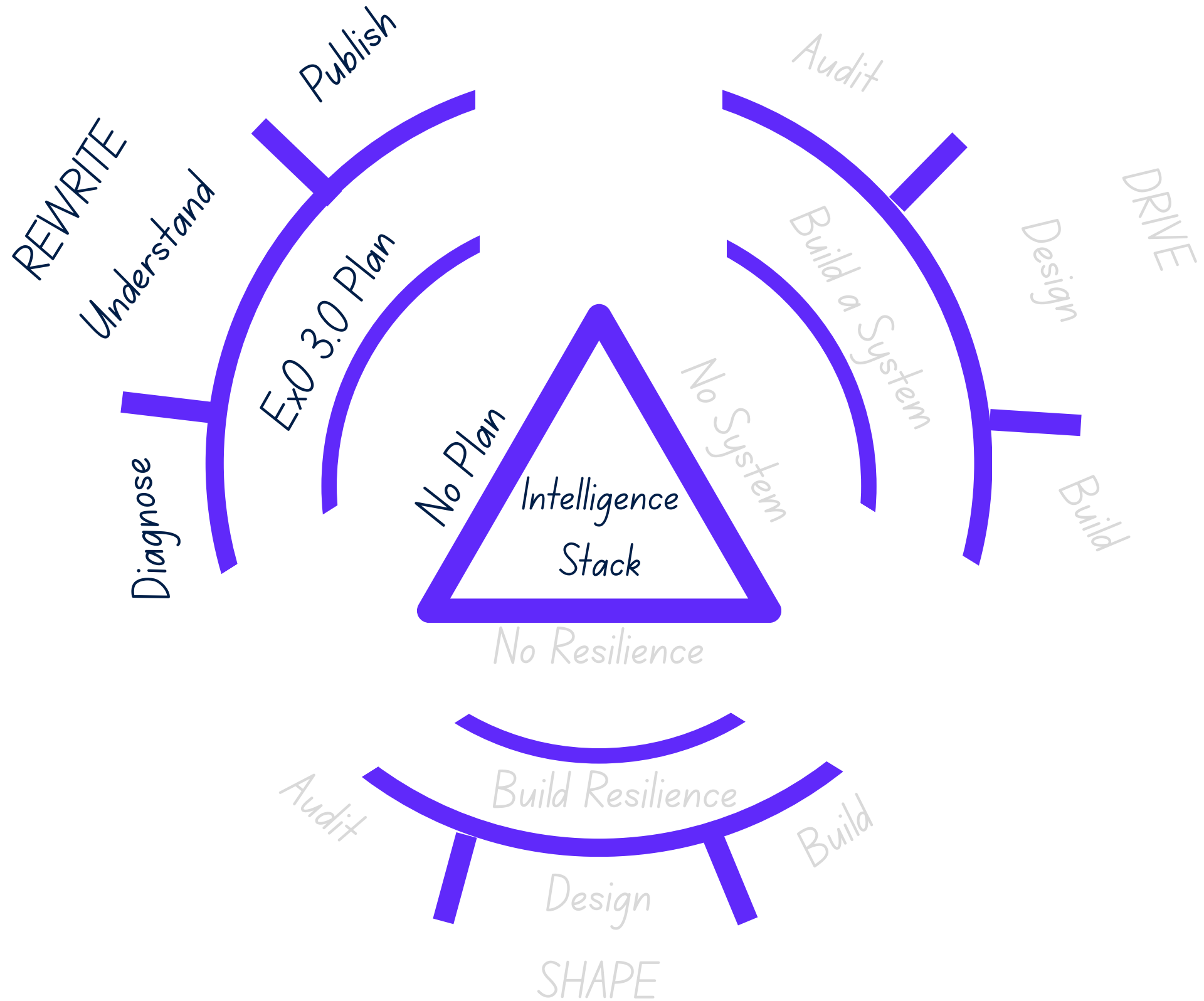
Decade of the ExO

2020 - 2030

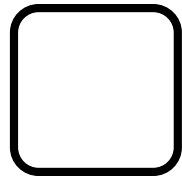
THE ORGANIZATIONAL SINGULARITY

How AI Collapses Coordination and Rewrites the Firm

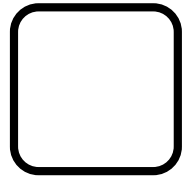
FOCUS



WHICH MODE ARE YOU IN?



DIRECT MODE — 50 or fewer employees You're scoring and designing for your whole company. There is no immune system strong enough to block transformation. REWRITE applies in place.



EDGE MODE — More than 50 employees You're scoring your mothership, but you're designing for an edge venture — an AI-native parallel operation that will prove out workflows and migrate them from the core. Transformation cannot happen in the core.

What does this mode mean for your next move?

BACKCASTING EXERCISE

It is 2031

REWRITE SCORE

Score each dimension 1–10 based on how your organization operates today. Trust your gut. Calibration happens in the next section.

1. **Organizational Drag:** How much decision latency exists?

1 (high drag – approvals, committees, review theater) ← → 10 (low drag – decisions at the lowest competent level)

2. **AI Elevation:** Where does AI sit? IT? Innovation lab? Or the executive layer?

1 (tool in IT or a lab) ← → 10 (AI is an organizational design principle)

3. **Work Architecture:** Are roles designed around tasks or titles?

1 (title-based, fixed roles) ← → 10 (task-based, fluid assignment across humans and agents)

4. **Firm Boundary Design:** What's your human-to-agent ratio?

1 (all humans, AI is software) ← → 10 (agents as team members with roles, authorities, accountability)

5. **Decision Autonomy:** How many decisions are fully automated today?

1 (all decisions require human approval) ← → 10 (clear routing between agent-decided and human-decided)

6. **Network Structure:** Hierarchy or intelligence network?

1 (rigid hierarchy, hub-and-spoke) ← → 10 (distributed authority, decisions at the edge)

7. **Reinvention Cadence:** How often does the organization fundamentally redesign?

1 (never – calcified) ← → 10 (continuous – perpetual corporate rebirth)

YOUR TOTAL + BAND

TOTAL: _____ /70

- 50–70 — REWRITE Ready You have the foundation. Proceed to full transformation.**
- 30–49 — Foundational Work Needed Focus on your two lowest dimensions before scaling.**
- Below 30 — Pre-Foundation Survival risk. Start with education and small pilots.**

Notes

CHOOSE ONE WORKFLOW

For the rest of this workshop, you'll work on one workflow. Not a function. One workflow. Examples: invoice approval, lead qualification, customer onboarding, etc.

Direct Mode prompt: Name one workflow where coordination dominates judgment, where you'd deploy agents first.

Edge Mode prompt: Name one workflow that's the candidate for your first edge migration, where an AI-native parallel build would outperform the mothership by 3x.

Your Workflow

Why this Workflow?

WORKFLOW TASK SCORING

Break your workflow into 5–8 discrete tasks. Be granular. If you write "handle customer inquiry," break it into intake, categorize, lookup, respond, follow-up.

Agent Readiness Score

- 5 – Agent handles today, no oversight
- 4 – Agent handles with light human review
- 3 – Agent assists, human leads
- 2 – Human leads, agent supports marginally
- 1 – Fully human (judgment, ethics, relationship)

Example

Task	Score (1–5)	Notes
Compile candidate background: prior companies, public commentary, patents	4	Agent drafts; human reviews for relevance and accuracy
Draft reference-check question set based on role + candidate gaps	3	Agent produces a solid first draft; hiring manager shapes it
Conduct reference calls	1	Relational – tone, hesitation, off-script signals all matter

WORKFLOW TASK SCORING

Task

Score (1–5) Notes

GOVERN / ASSURE SCORING

Pillar	Score (1–5)	Notes
Evals		
Logs		
Rollback		
Human Queue		

YOUR DEPLOY-NOW LIST

Pull out every task you scored 4 or 5. These are your deploy-now tasks. If a competent AI-native builder started Monday, these would produce measurable results in 90 days.

Deploy-Now Tasks

YOUR 90-DAY ACTION

My 90-day action: Write one concrete 90-day action that addresses your lowest dimension AND uses your deploy-now list.

Which on-ramp will you use?

- MVIS (Minimal Viable Intelligence Stack) — Week 1 move. One event bus, agent registry, central logging, one agent per class. Don't skip this.**
- 90-Day Sprint — Pick one workflow, run the full loop (SENSE → INTERPRET → DECIDE → ACT → LEARN). Prove it to leadership.**
- Full REWRITE — Five steps, 12–24 months. The complete framework.**

Band-to-on-ramp mapping:

Below 30 → MVIS only

30–49 → MVIS + 90-Day Sprint

50–70 → Full REWRITE

Notes

WHAT COMES NEXT

If you scored below 30: Start with MVIS this week. One event bus, one agent, one workflow to sense. Build the muscle. Re-score in 6 months.

If you scored 30–49: Run the 90-Day Sprint on your chosen workflow. Prove the model. Use that proof to fund the full REWRITE commitment.


If you scored 50–70: You're ready. Commit to the full five-step REWRITE. Direct Mode across the company or Edge Mode via a spawned venture, depending on your size.

Re-score every 6 months to track transformation progress.

Top items

Notes

Notes

A staircase with colorful, textured steps leading upwards against a blue background. The steps are illuminated with a gradient of colors from purple to yellow. The background is a solid blue color.

**Remember:
Small exponential steps,
taken consistently, create
massive shifts.**

Let's build the future - today

A close-up of a textured surface with a blue and purple gradient, possibly a carpet or fabric, with a circular pattern.