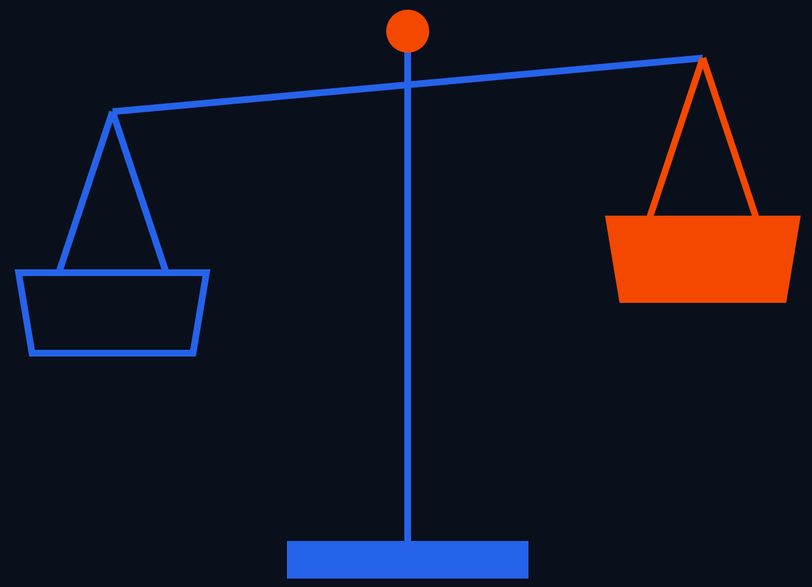
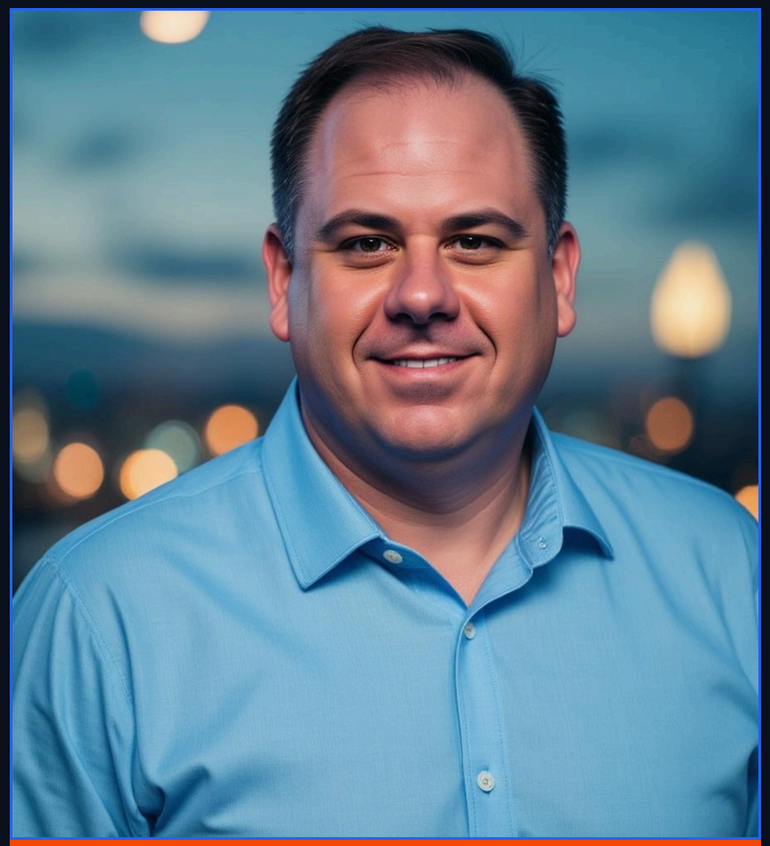
// EXECUTIVE SESSION

Enterprise AI and Workforce Transformation



The risk, the reward, and the work your organization could never take on before

Mark R. Hinkle · Publisher, The AIE Network · theaie.net



Mark R. Hinkle

ENTERPRISE AI CONSULTANT · CEO, PERIPETY LABS

// WHY LISTEN TO ME

I help enterprises see AI clearly — the risk and the reward.

- 30+ years riding technology waves: **internet, Linux, cloud, serverless, AI**
- Executive seats at **Citrix and The Linux Foundation**; CEO of venture-backed TriggerMesh
- Consultant on **confidential AI** for enterprises handling data that can’t leak
- Publisher, **The AIE Network — 250,000+ business readers** every month

// THE THESIS

Efficiency pays for the transformation. It isn’t the transformation.

01

Capture the gains

Automate the rote work: reports, triage, first drafts. Measure the hours and the dollars.

>

02

Reinvest them

The recovered time and budget fund upskilling and the first real pilots — not just a smaller cost line.

>

03

Do the impossible

New markets, new products, service levels you couldn’t staff — the work you never could before.

// WE'VE SEEN THIS MOVIE

Every wave goes skunkworks to boardroom

The internet, Linux, open source, cloud — each one started as something IT snuck in the back door, and ended as the way business gets done. AI is on the same arc, moving faster.

Amara's Law: we overestimate a technology in the short run and underestimate it in the long run.

1990s	**The internet** — "a toy for academics" → every storefront on earth
2000s	**Open source** — "not enterprise-grade" → runs the enterprise
2010s	**Cloud** — "our data will never leave the building" → the building left
Now	**AI** — "it hallucinates" → the question is governance, not whether

// THE WORKFORCE MODEL

Humans steer. Agents row.

WHAT PEOPLE DO MORE OF

> Set direction and define what good looks like

> Judgment calls: exceptions, ethics, relationships

> Review, approve, and own the outcome

WHAT AGENTS TAKE OVER

> First drafts of everything: reports, replies, analyses

> The swivel-chair work between systems

> Monitoring, triage, and the follow-ups nobody loves

The job doesn’t disappear. The rowing does. Every role becomes part manager — and the human still signs the work.

// PROOF · HOW I RUN MY OWN SHOP

Meet my crew: agents in the workforce today

GROK

The builder

Writes and ships code from the command line — the tireless engineer on the team.

DOT

The organizer

[Dot's job in your words — the role it covers day to day.]

HERMES

The operations rig

Interconnected agents covering roles across my business — led by Neuro, who runs on a local model and even answers a phone number.

>> Every agent has an identity: a job description, memory, and SOPs. **But the name on the work is mine.** You can delegate the rowing — never the accountability.

// UPSKILLING

Upskill the people who run the work

Tools don’t transform organizations; trained people do. And the hinge is the middle: the managers who translate strategy into daily work decide whether AI becomes practice or stays a demo.

01 **Train managers first.** They set the rubrics, review the output, and model the behavior.

02 **Teach the job, not the tool.** “AI for closing the books” beats a generic prompt class.

03 **Redesign the role, not the headcount.** Write what each job steers now that rowing is covered.

04 **Fund it from the gains.** The hours step one recovered pay for the training that compounds them.

// RISK LEDGER · DATA PRIVACY

Shadow AI is already inside the building

Your people are pasting customer data into free chatbots today — and on free tiers, **if you don't pay for the product, you are the product.** Those conversations can become training data.

Banning it doesn't stop it. It just stops you from seeing it.

THE FIX IS AN OFFER, NOT A BAN

01 **Provide a sanctioned tier.** Enterprise plans keep your data out of training, by contract.

02 **Write the one-page policy.** What's green, what's yellow, what never leaves the building.

03 **Classify your data.** Public, internal, confidential, regulated — the policy hangs off this.

04 **For the crown jewels:** confidential computing. Next slide.

// RISK LEDGER · CONFIDENTIAL COMPUTING

Your data has three lives. Two were already protected.

AT REST

On the disk

Encrypted storage. Solved decades ago.

STATUS: PROTECTED

IN TRANSIT

On the wire

TLS encryption on every connection. Solved.

STATUS: PROTECTED

IN USE

Being processed

The moment AI reads your data, it's decrypted in memory — historically the open door. **Confidential computing closes it:** secure enclaves keep data encrypted even while the model works on it.

STATUS: NOW SOLVABLE

What it buys you: AI on regulated data — health, financial, government — where even the cloud provider can't see inside.

// DATA SOVEREIGNTY

Own your models, or rent them — on your terms

RENT · FRONTIER APIS

+ The most capable models, zero infrastructure

+ Enterprise terms: no training on your data

– Data leaves your walls; you're on their roadmap and price list

OWN · OPEN-WEIGHT MODELS

+ Llama, DeepSeek, Qwen on your hardware — data never leaves

+ Fixed costs at scale; no vendor can turn you off

– You own the ops, the tuning, and the talent to run it

>> **Most organizations do both: rent frontier brains for general work, own the models that touch the crown jewels. Sovereignty is a dial, not a switch — for a company, and for a country.**

// ACCEPTABLE USE

Guidance beats gatekeeping

People don’t read 40-page policies; they read one page that tells them what they can do. An acceptable use policy is a permission slip with guardrails, not a wall.

And it’s a living document: **every incident and every win updates it.**

acceptable-use-policy.md · ONE PAGE

Green: public info, drafts, research — go, on the sanctioned tier

Yellow: internal data — sanctioned tier only, named owner reviews

Red: regulated and customer data — approved systems only

A human owns everything that leaves the building — every send, every publish

Every task gets a rubric — quality is defined before the draft, not after

// LIVE DEMO

Let’s write your AI policy, live

The thing most organizations spend six months not doing — drafted, graded, and downloadable before lunch.

01 The job: “You’re our AI governance lead”

02 The context: our data classes, our sanctioned tools

03 The rubric: one page, plain language, traffic lights, ready for legal review

04 It grades its own draft, we redirect, we download

// THE COMPOUNDING ASSET

Your SOPs become skills: institutional knowledge that executes

01

Today: tribal knowledge

Your best process lives in your best person's head — and leaves when they do.

>

02

Written down: an SOP

Steps plus a rubric — the playbook new hires and agents can both follow.

>

03

Loaded: a skill

Agents run it the same way every time, for every team — and improvements ship to everyone at once.

Your best performer's playbook becomes everyone's default — that's workforce transformation you can version-control.

// THE WAY FORWARD

The next 90 days

DAYS 1–30

Protect & permit

Sanctioned tier for everyone. One-page acceptable use policy. Data classified. Managers trained first.

DAYS 31–60

Pilot & prove

Three workflows, each with a job description and a rubric. Measure hours and quality against a baseline. Write the SOPs as you go.

DAYS 61–90

Reinvest & expand

Publish the wins. Turn the SOPs into skills. Put the recovered hours on the thing you couldn’t do before — and name it out loud.

Decide up front where the gains go. A cost story ends at the cost line; a capability story doesn’t end.

// TAKE IT HOME

Everything from this session, free to download

01 This deck
PowerPoint or PDF, with speaker notes

02 AI policy template
The one-page acceptable use policy, ready to adapt

03 Pilot scorecard
The 90-day plan and rubrics for your first three workflows

04 The AIOS book
The full operating model for becoming AI-native

Get them all at theaie.net/jamaica

FREE · SCAN NOW

Get the presentations

Both talks, slides + templates
theaie.net/jamaica

FREE · 265-PAGE BOOK

Get my free ebook

Sign up and the AIOS is yours —
updated as AI changes
theAIOS.ai

Let’s stay connected

> linkedin.com/in/markrhinkle

> mrhinkle@peripety.com

> Free newsletter: theaie.net

Humans steer. Agents row.