MANAGING THE INITIATIVE-DRIVEN ORGANIZATION

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Next development steps

Alerts

Updates





Skills

THE FLOW WAS



Suggest 1-pager

Get Sponsor's Go

Design & Plan

Pilot

Learn

Support

Roll-out

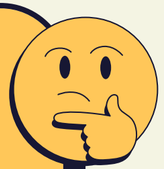
Simple | Transparent | Participatory | Focused on Impact

AI CAME AS A CHANGE ITSELF

The direction was clear: AI-first development organization



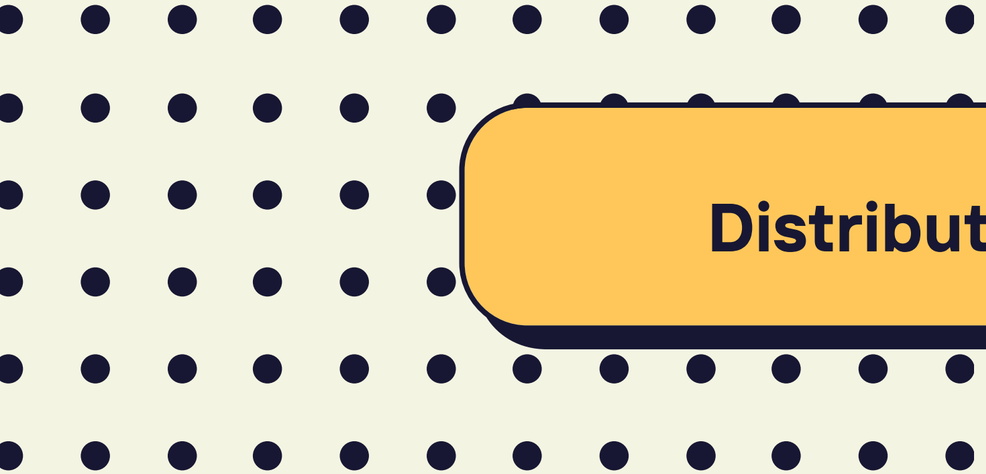
The solution was not: no best practices yet, they are only emerging



TWO STREAMS EMERGED

Coordinated organizational change

Distributed experiments



WE KNEW HOW TO COORDINATE

New structure with smaller teams, role shifts, org-wide metrics, design to code, shared business context for LLMs

WHAT ABOUT DISTRUBUTED LEARNING?

DUPLICATION

LOCAL OPTIMIZATION

SILOS

CONFLICTING SOLUTIONS

PATH FOR DISTRIBUTED LEARNING

TOO HEAVY

HEAVY GOVERNANCE

Formal process for every try, e.g. 1-pager

SWEET SPOT

LIGHTWEIGHT, VISIBLE, CONNECTED

Easy to start. Easy to see. Easy to build on

TOO ISOLATED

COMPLETE ISOLATION

Everyone builds alone, learning is limited

EXPERIMENTATION SHOULD BE EASY. LEARNING SHOULD TRAVEL

WE STARTED WITH VISIBILITY

EXPERIMENT · · · · SHARE · · · · CONNECT · · · · IMPROVE

☆ # ai-hub-lab 🤖 AI experiments • Practical use cases • Tips, tools, and questions

My AI WORKFLOW 11:00 AM

🤖 **Remember to share your AI wins!**

Hey Domers! 👋

Drop your use case here with **#myai** 🧢

Big or small, it all counts:
→ A prompt that saves you 30 min a week
→ A workflow you automated with AI
→ A tool you discovered that changed your game
→ Anything you practiced, even if it did not work out

Your hack might become someone else's breakthrough in our [redacted] AI Library v1

Nikita Bogomolov 1:25 PM

Nikita [redacted] Sep 1st
Posted in # devs_ai-lab

Try Playwright MCP and agentic testing or testing your own features

What it is
Playwright MCP (and the Playwright CLI) let an AI agent control a real browser. The agent opens a page, clicks, fills forms, and tells you what it sees. It can also write or fix Playwright tests from that session. You talk to it in your IDE.

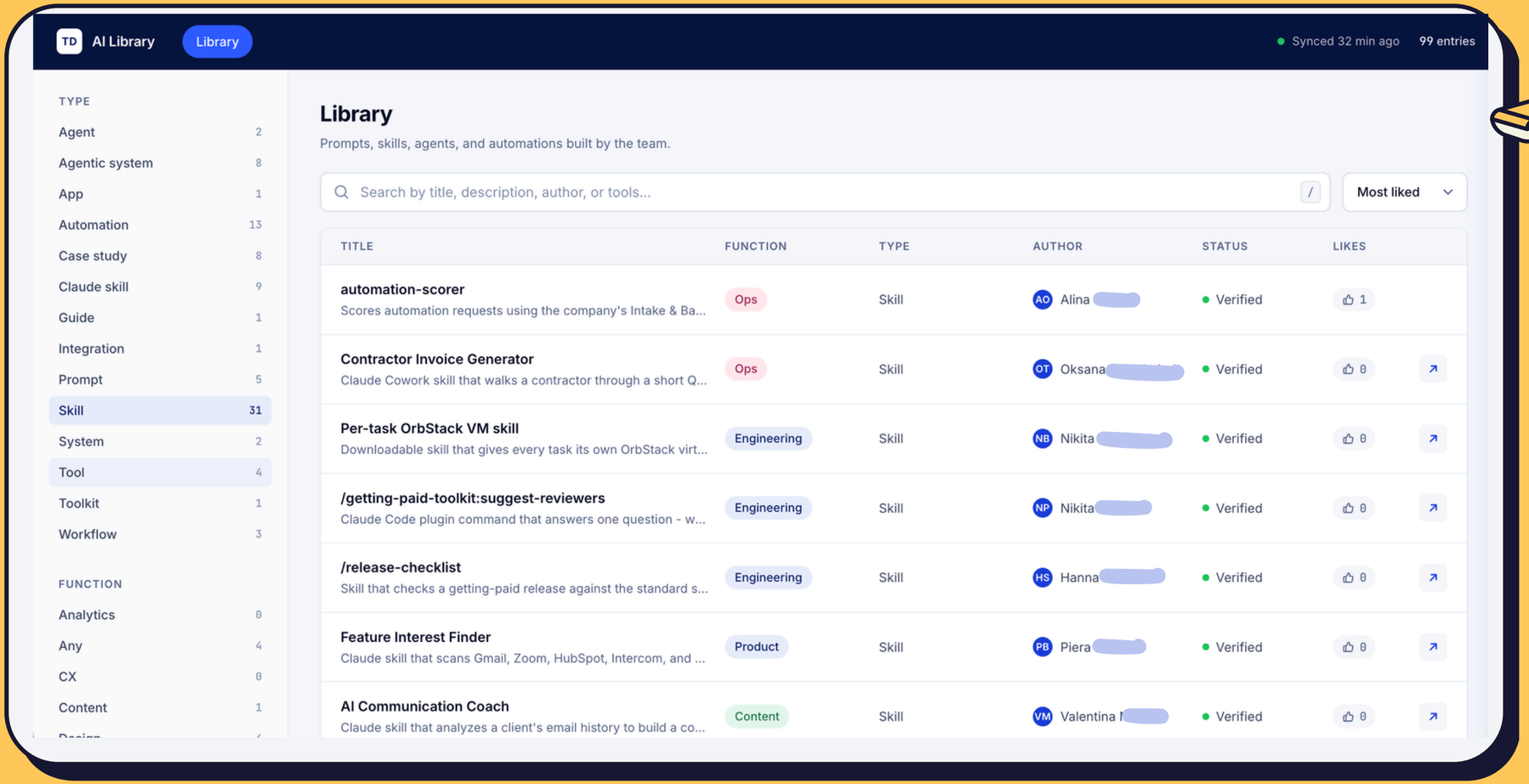
Liubov [redacted] 2:48 PM

🚀 *AI Win: Help Center AI Assistant success rate 52% → 75%*

Hi team! Wanted to share a quick win on the Help Center AI Assistant — the tool that answers convers
version, it was answering roughly half of user queries. After a round of fully-AI improvements, success
The whole thing took about **2 weeks**, with **no developers involved** — just tech writers and Claude Cod

ADDED EVEN MORE VISIBILITY

EXPERIMENT · · · · SHARE · · · · CONNECT · · · · IMPROVE



WHERE TWO STREAMS MEET

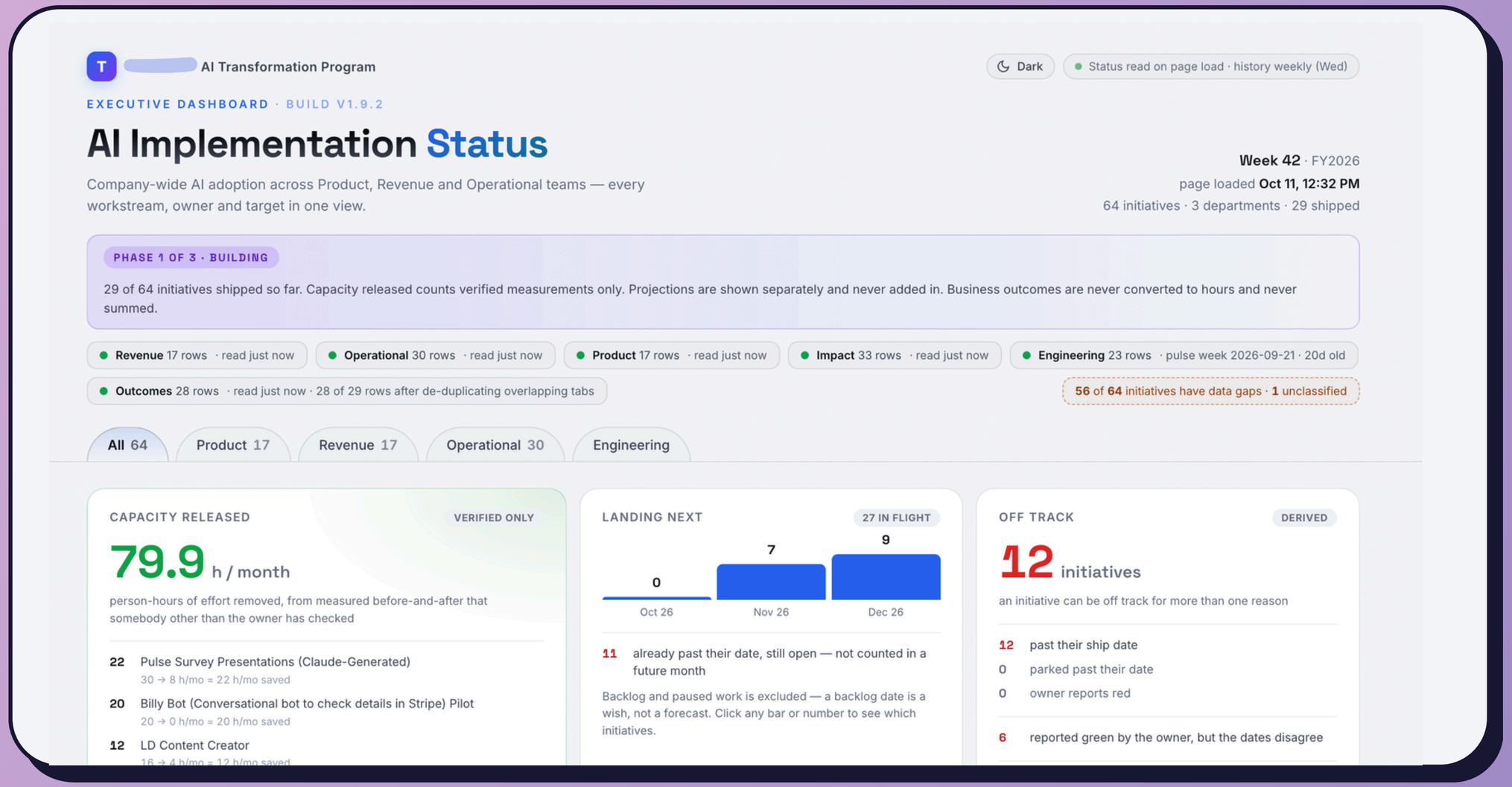
Coordinated organizational change

PROMISING PATTERN -> SHARED PRACTICE

Distributed experiments we all see

COORDINATED CHANGE DASHBOARD

TRACKING



SAME AMBITION, DIFFERENT LANDSCAPE



Knowledge stuck inside teams and projects

Limited capacity for organization-wide participation

ANOTHER BOTTOM-UP



Core Team to collect and scale

Solutions come from people doing the work. Participation is facilitated, not fully distributed

WHAT WE KNOW NOW

1. Explain what the org needs
2. Make learning visible & easy to find
3. Converge and scale

INTENTIONALLY!

LEADERSHIP DEFINES THE DIRECTION.

THE ORGANIZATION DISCOVERS THE TRANSFORMATION

Can your organization turn ideas into learning without turning learning into chaos?

THANK YOU!