

THE 90-DAY POD

A Framework for Embedding AI Without Losing the Organization

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95%

**of enterprise AI pilots produce
no measurable P&L impact**

"And the ones that are 'working' often aren't moving the business."

The failure isn't the AI model. It's the model for delivery.

PALANTIR

OPENAI / GOOGLE

SALESFORCE

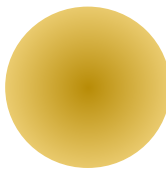
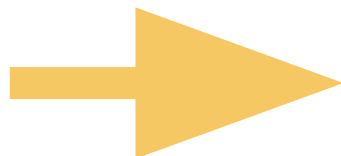
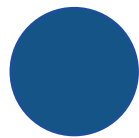
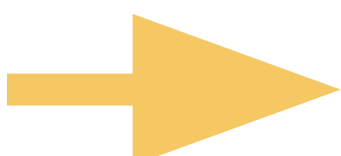
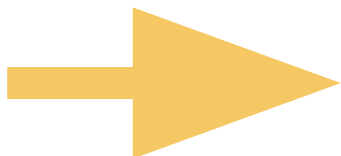
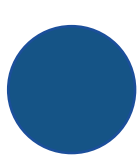
SERVICENOW + ACCENTURE

FDE model invented.
Foundry born in the field.

Research → production
embedded teams.

Enterprise AI
cloud platforms.

FDE goes mainstream.
May 6, 2026.



Early 2000s

May 6, 2026

Platform-funded FDE = platform-optimized outcomes.
Platform-agnostic FDE = business-optimized outcomes.



THE STRATEGIST

Business translator.
Problem structurer.
The rarest role.



THE ARCHITECT

Systems designer.
Tool selector. Thinks in
integration, not features.



THE ENGINEER(S)

Builds and deploys in
the client environment.
Owns production.

Embedded. Accountable. Building something real, in your environment.

Think about your organization. Do you have each of these three roles — or do you need to find them?

THE STRATEGIST

Business translator

Looks like internally:

Product Manager / BizOps.

Find externally:

Ex-consultants, deployment strategists.

MORE RARE

THE ARCHITECT

Systems designer

Looks like internally:

Enterprise Architect / Principal Staff.

Find externally:

Senior cloud/integration engineers.

AVAILABLE

THE ENGINEER(S)

Production owner

Looks like internally:

Full-stack developers

Find externally:

SWEs, ML engineers.

ABUNDANT

DAYS 1–30

01 Where does data already exist?



02 Where do repeated actions happen at scale?



03 Where does delay have a measurable cost?



Start in cost centers. Helpdesk. Contact center. Claims. These spaces are unlocking agentic possibilities that didn't exist 18 months ago; they're your fastest ROI.

DAYS 31-60

BEFORE



\$22/ticket

4,000 tickets/month

Manual triage



AFTER

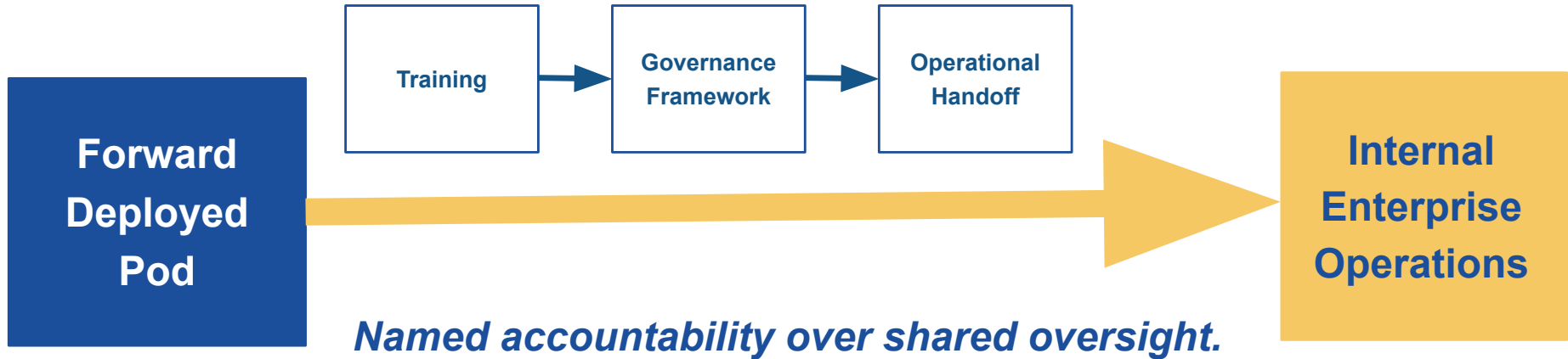


60% autonomous

Day 58: live in production

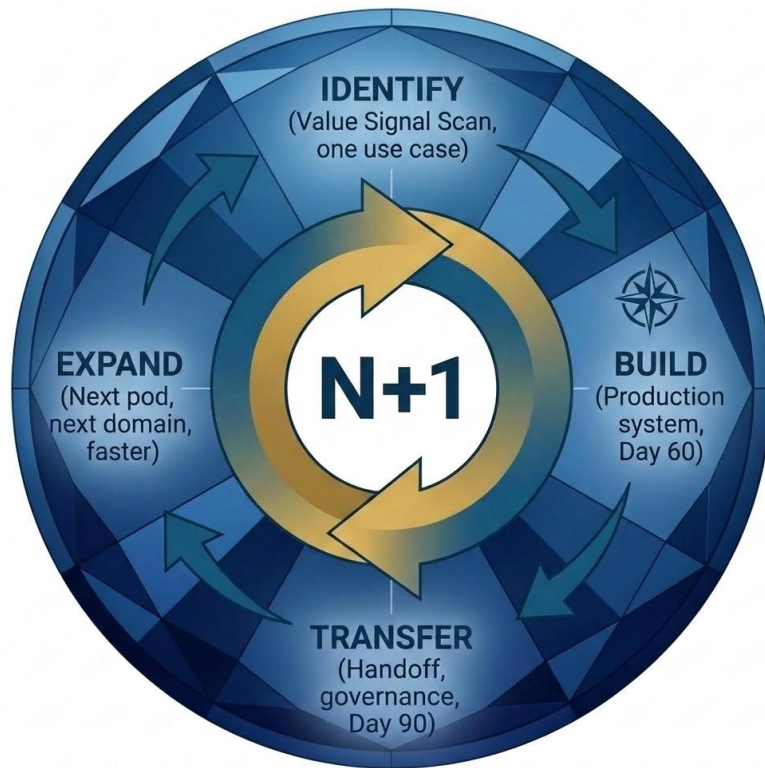
At **Google**, two mapped workflows + one deterministic bot = millions saved monthly.

No platform contract. Just the right signal.



If nobody can answer "who owns this?" after the pod leaves, the pod failed. Day 90 isn't the end. It's the beginning of the organization's capacity to run the next cycle on its own.

THE FIRST POD IS THE HARDEST. EVERY ONE AFTER IT COMPOUNDS.



One pod = proof point. Two pods = practice. Five pods = compounding AI capability.

FEARFUL

*"Will this automate
my job?"*

TERRITORIAL

*"Our team should
own this."*

INSECURE

*"If I document my process,
they won't need me."*

**The pod is a strike force. The people it leaves behind have to live in what it built.
Every 90-day cycle is also a change management cycle.**

CHANGE IS NOT A PHASE. IT'S THE OPERATING STATE.

Human Judgment

OVER

Human Habit

Augmented Outcomes

OVER

Optimized Processes

Continuous Adaptation

OVER

Change Management Plans

Workforce Curiosity

OVER

Workforce Compliance

Named Accountability

OVER

Shared Oversight

"That is, while there is value in the items on the right, we value the items on the left more."

01

MAP YOUR POD

**Strategist. Architect.
Engineer. Who plays each
role? What's the gap?**

02

FIND ONE SIGNAL

**High volume. Data-rich.
Delay costly. That's your
first use case.**

03

NAME YOUR FIRST 90 DAYS

**Just the first one.
Start the flywheel.**

You don't need a platform contract. You need a starting point.

DOWNLOAD THE PERPETUAL CHANGE IMPERATIVE

The framework for AI-native workforce transformation.



Human Judgment | Augmented Outcomes

Continuous Adaptation | Workforce Curiosity

Named Accountability