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Welcome to Sri Lanka Dreamin ‘26
How to redesign your engineering team in the age of AI?
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Welcome

MEET OUR SPEAKER



Shivanath Devinarayanan

Chief Digital Labor and Technology Officer (CDLTO) at Asymbl

Community Highlights: **Salesforce MVP Hall of Fame · Co-founder, India Dreamin'**

Key Expertise: **Digital labor · AI agents · Engineering teams**



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shivanathd.substack.com

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How to redesign your engineering team in the age of AI?



Shivanath Devinarayanan

Chief Digital Labor and Technology Officer (CDLTO) at Asymbl

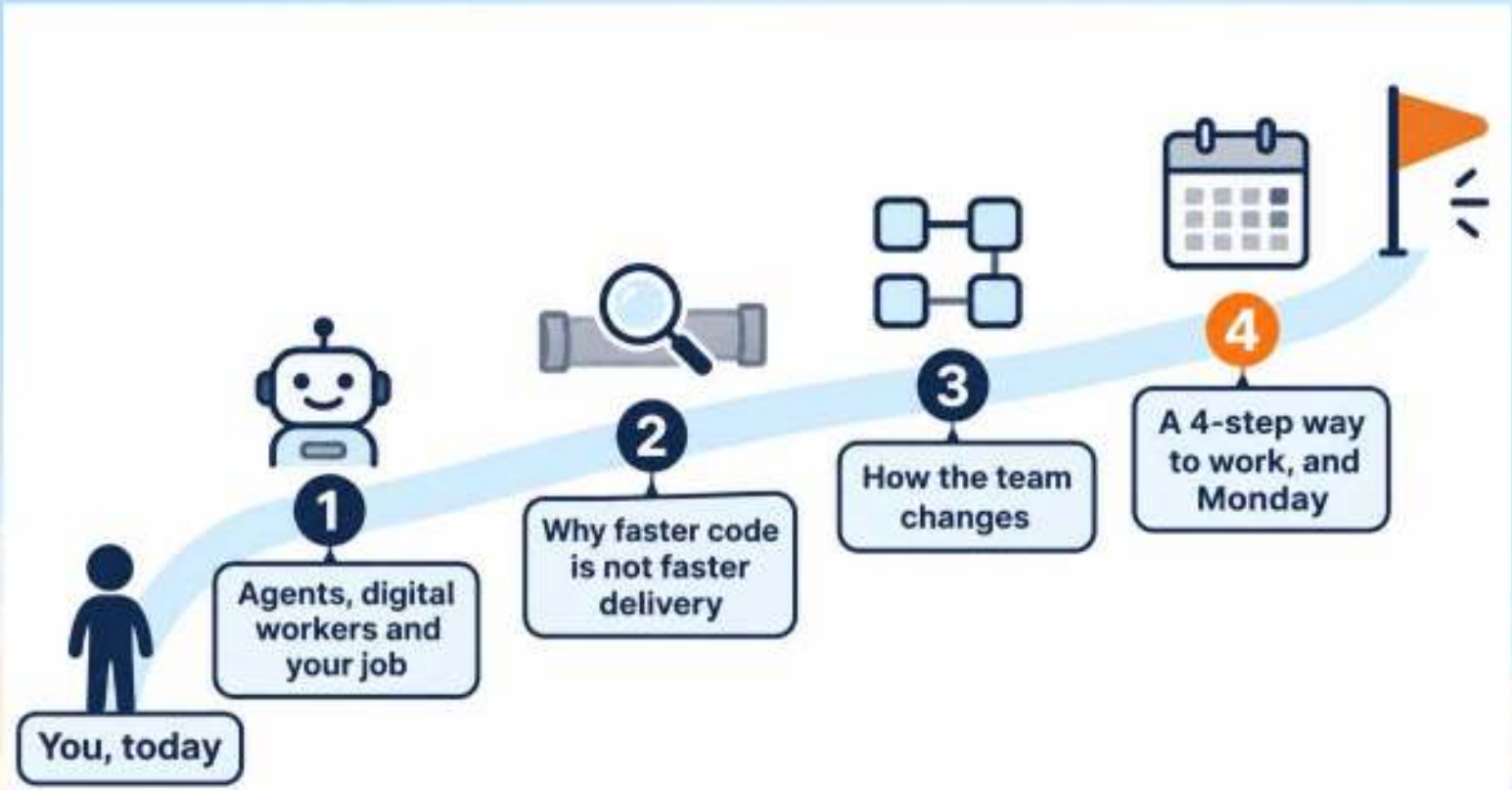
Anthropic went from 2,500 to 30,000 merged code changes a day in four months



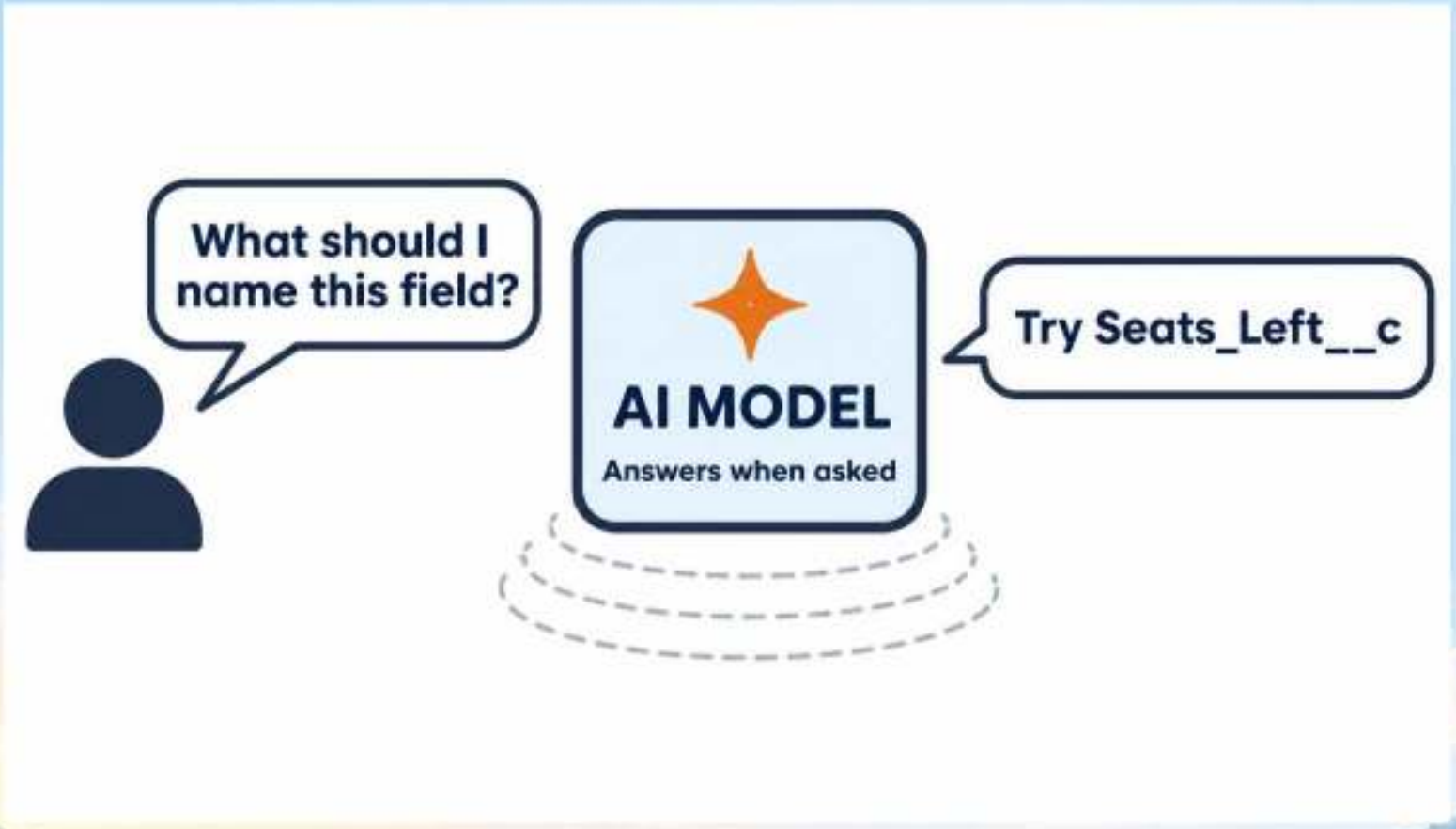
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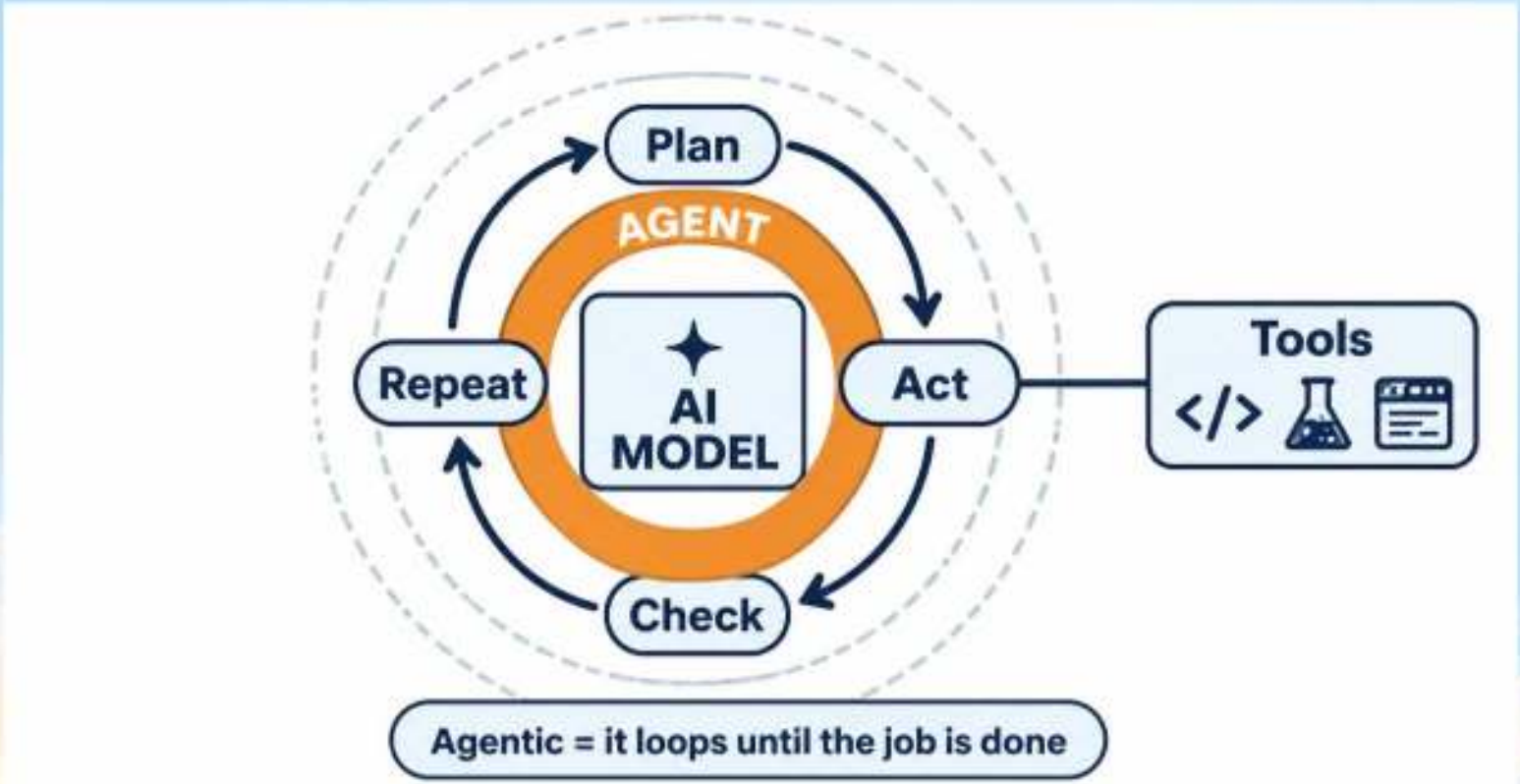
Today: what agents are, why delivery lags, and a four-step method



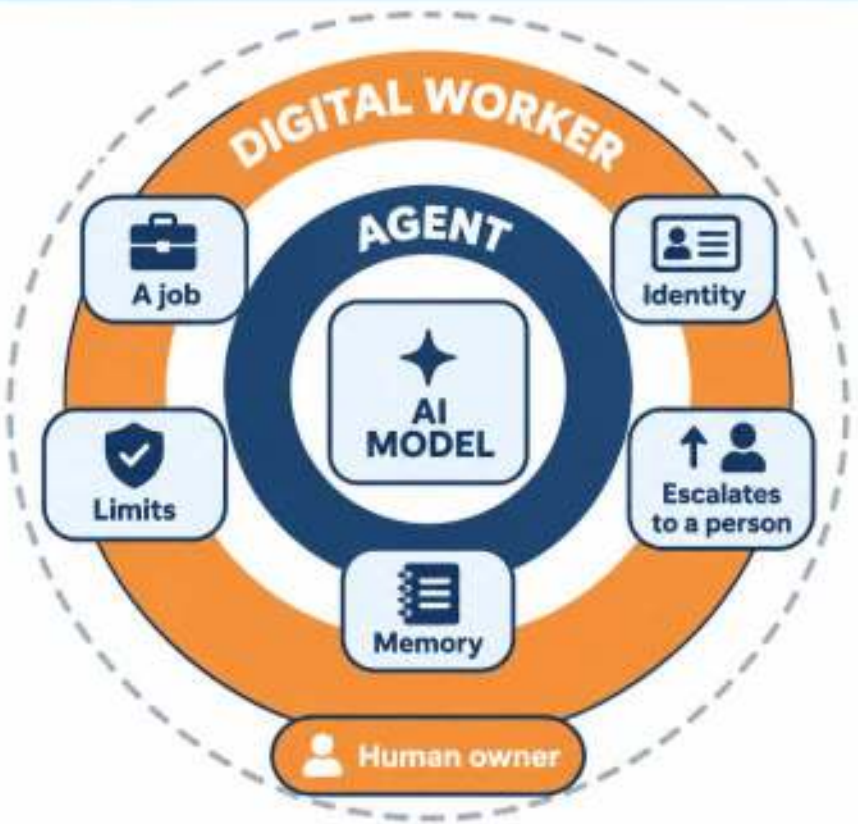
An AI model is a well-read helper that answers when asked



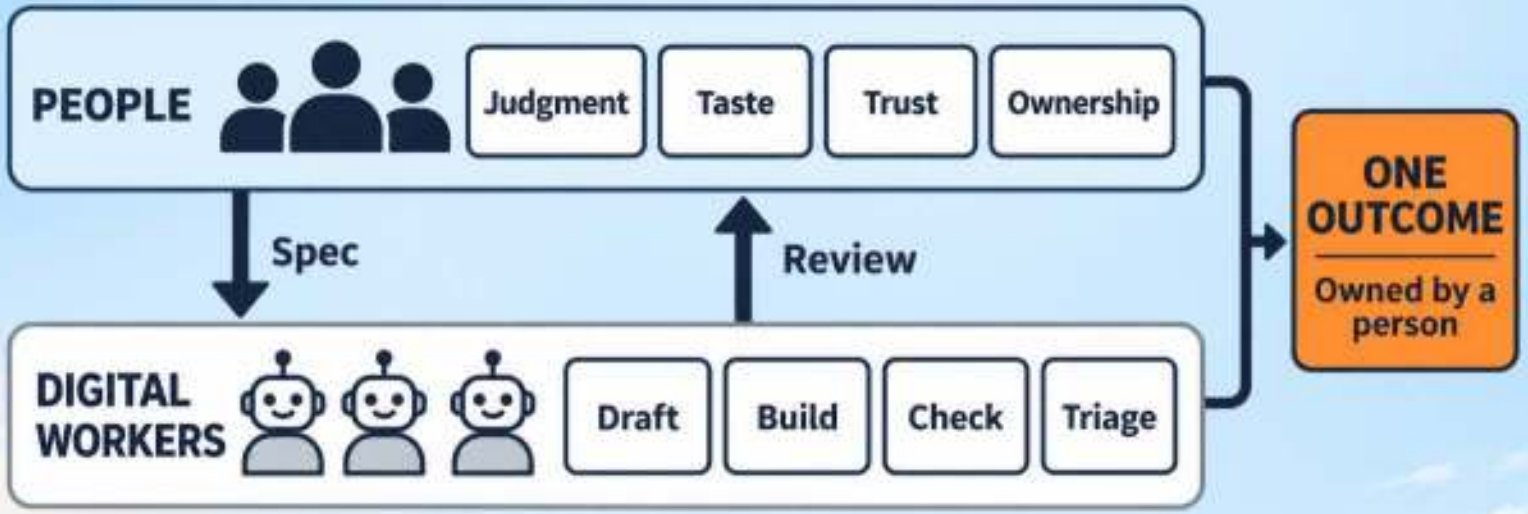
An agent plans, uses tools, and checks its own work



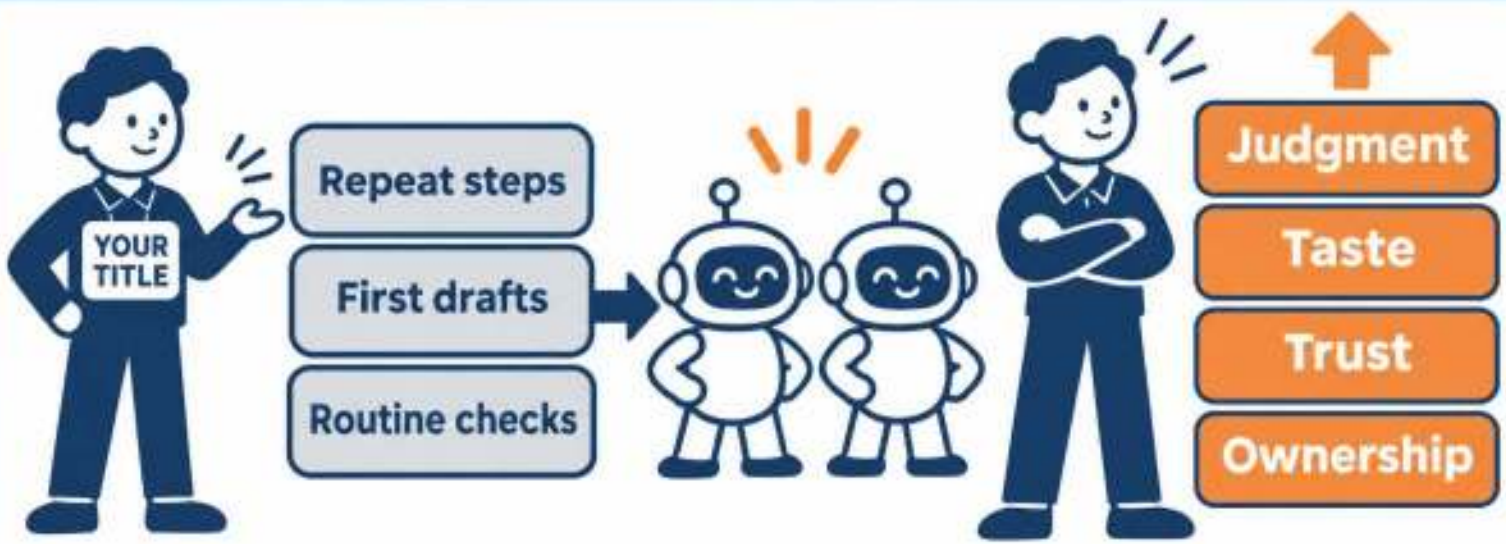
A digital worker is an agent with a job, limits and an owner



Digital workers take repeatable steps; people keep judgment and ownership



Will AI take my job? Titles change; judgment, taste and ownership become worth more



WORLD ECONOMIC FORUM

170 million
jobs created

92 million
jobs displaced

Nearly 40%
of job skills set to change

World Economic Forum, Future of Jobs 2025, outlook to 2030.

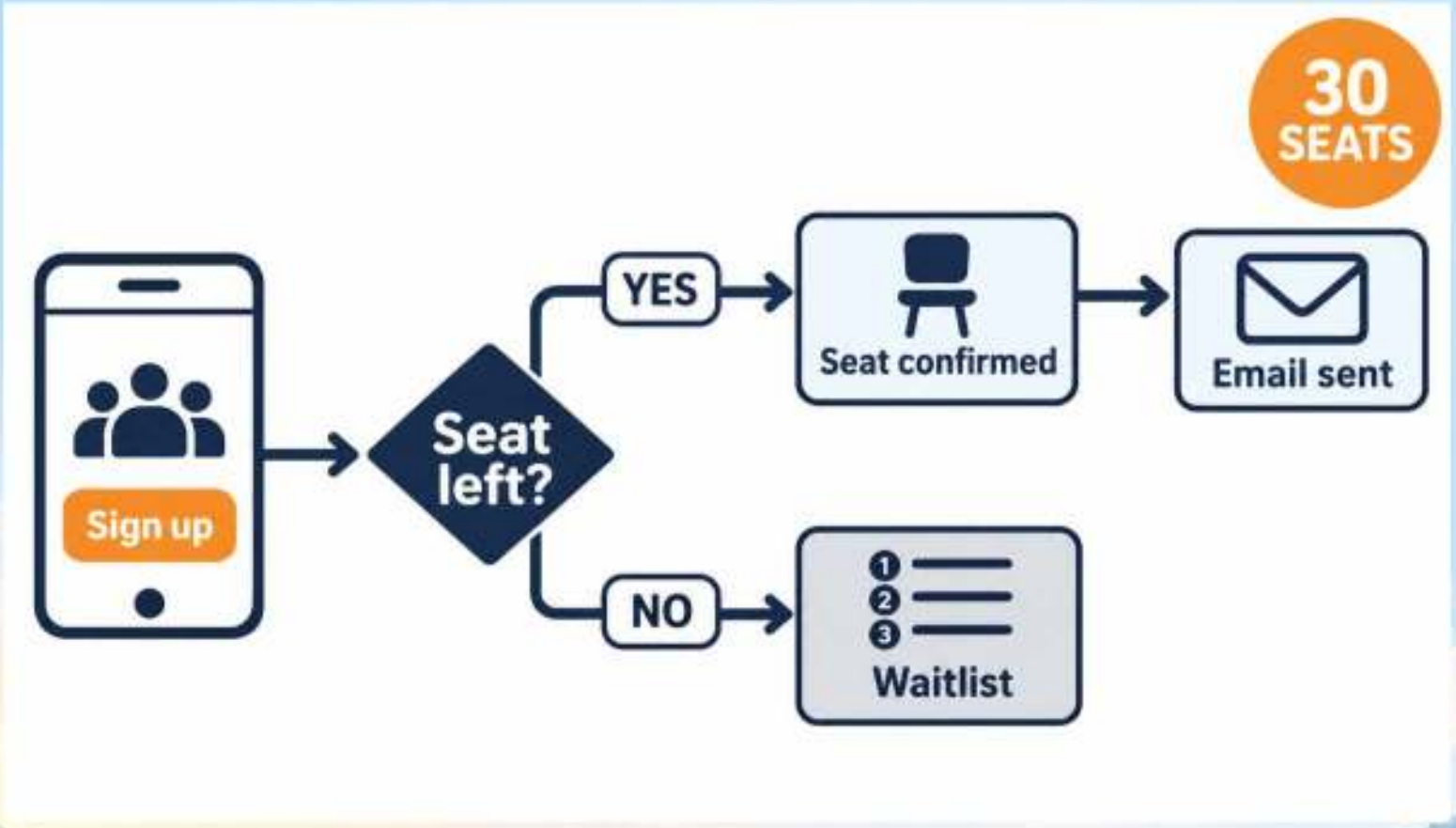
Code got faster, but delivery still waits on people

FARDS

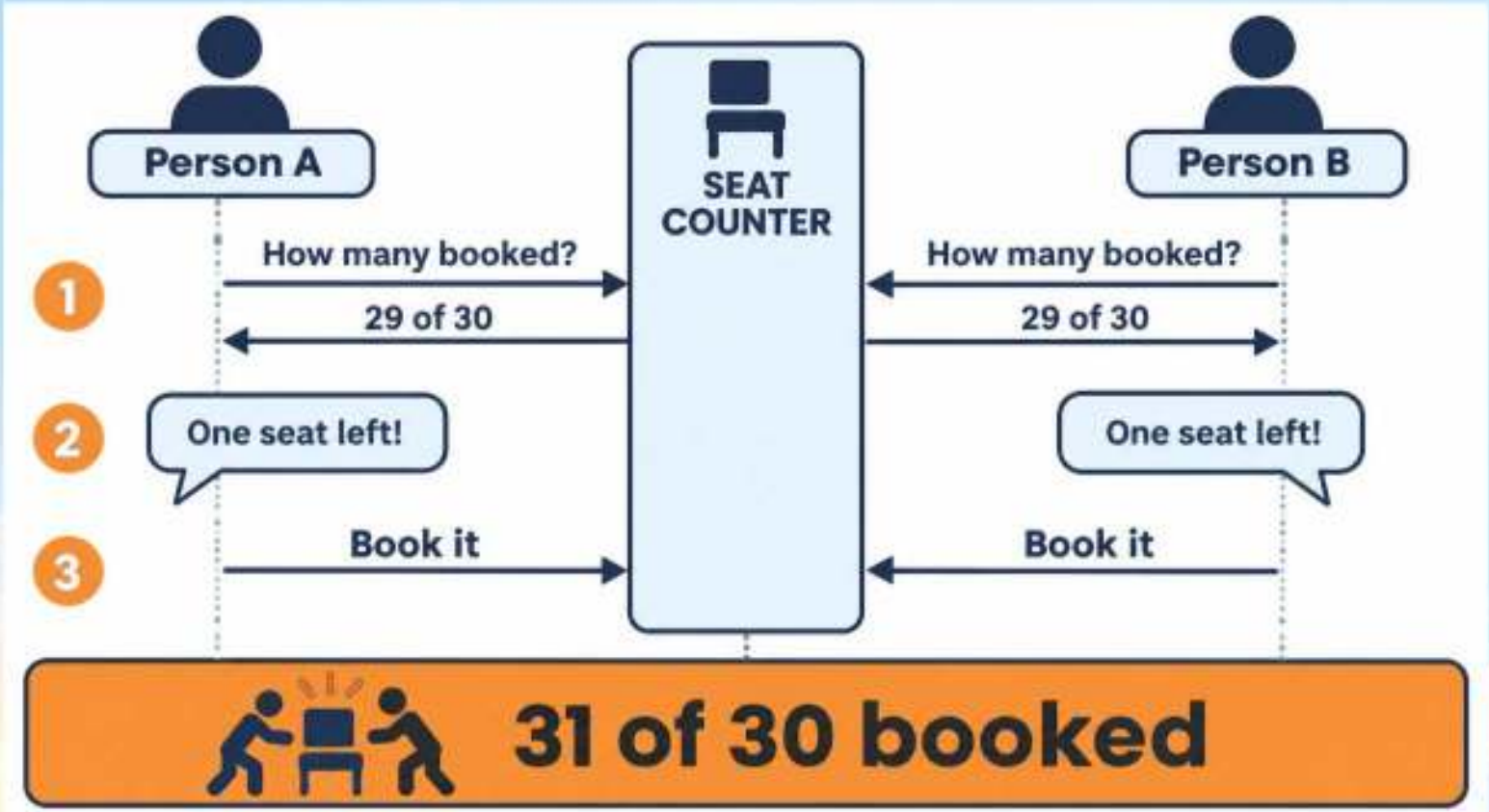
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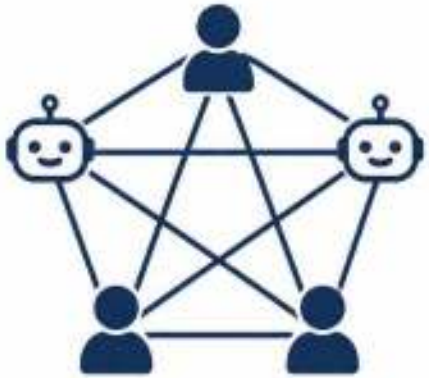
Today's example is a meetup sign-up app with 30 seats



Two people tap Register for the last seat at once



Every person or agent you add multiplies the conversations



5 members
10 possible conversations



10 members
45 possible conversations



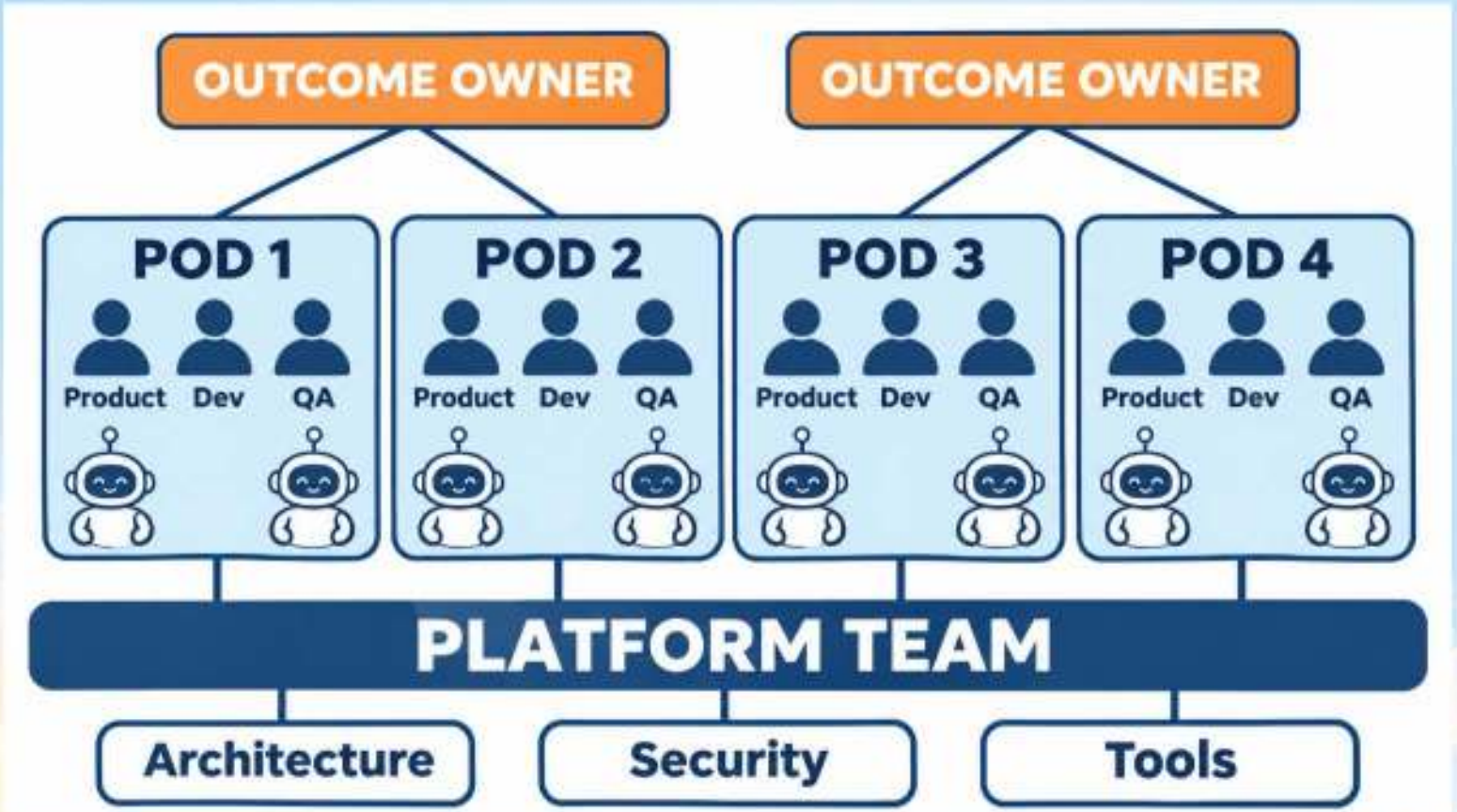
20 members
190 possible conversations

People and agents: every pair who may need to talk

Small pods write the spec and own it; agents build

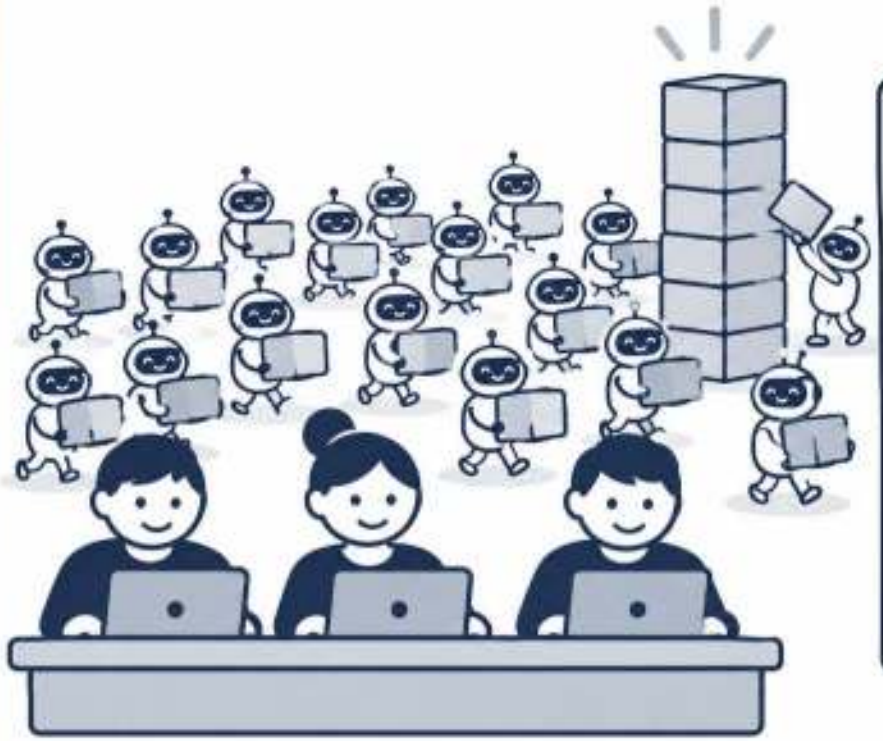
OLD MODEL		NEW MODEL
		
Writing code	Where time goes	Spec, review, owning
Tickets and handoffs	How work moves	One pod, one spec
At the end	When we check	At every step

Small pods own outcomes on top of a shared platform team



asymbl.

Three engineers steering agents shipped about a million lines



3	engineers to start
~1,500	pull requests merged
~1,000,000	lines of code
5	months
0	lines written by hand

OpenAI, 2026. The team later grew to seven.

strongdm

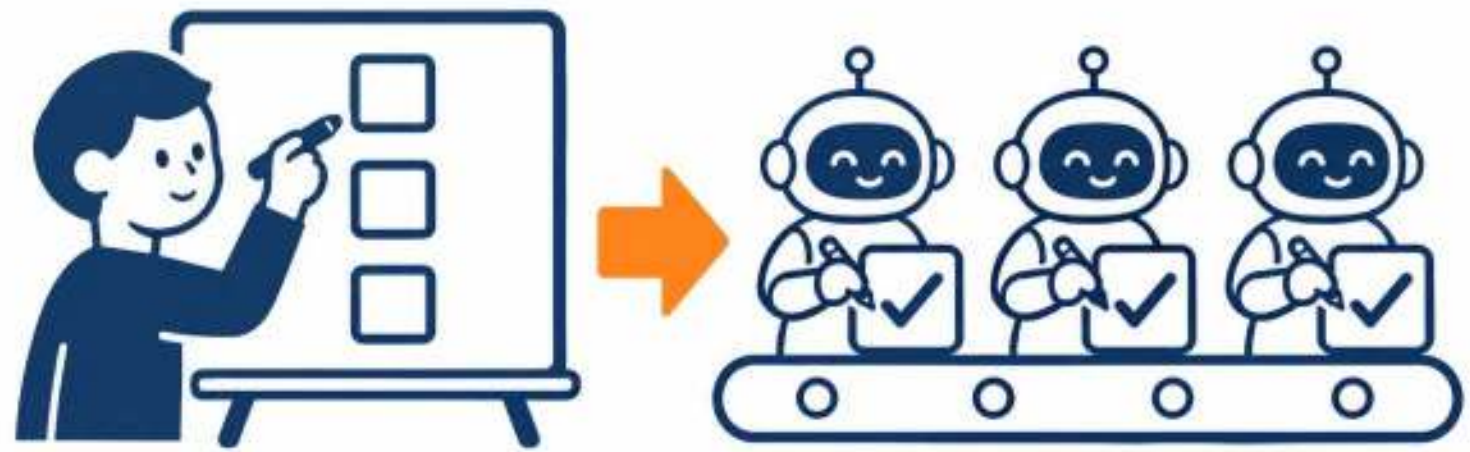
A developer's week moves to the spec, the review and the release



A rough picture, not a measurement.



People design the tests; agents run them



People design the checks

Agents run them

QA architect

Domain validator

Security tester

CodeRabbit

Write the spec first, then delegate, review and own



Write down what done means before anyone builds

SPEC → DELEGATE → REVIEW → OWN

SPEC: MEETUP SIGN-UP

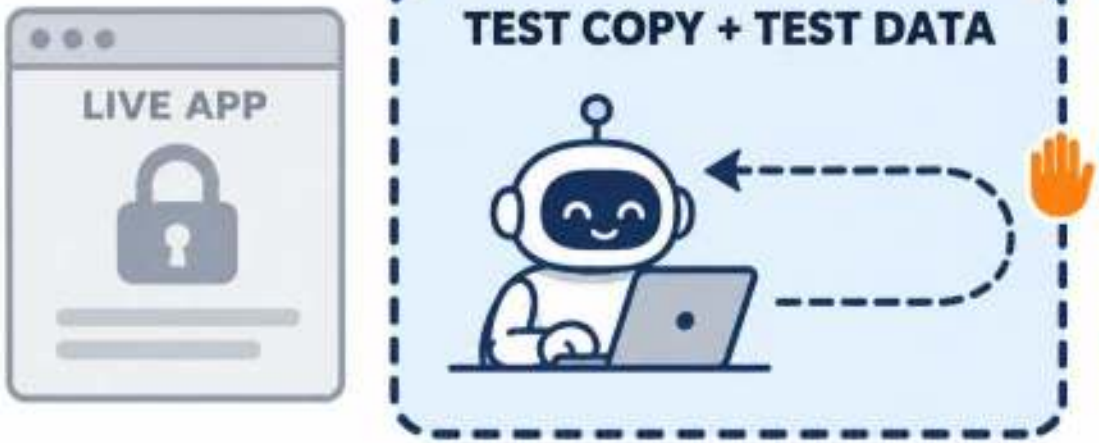
GOAL	A seat or a waitlist spot for everyone
OUT	Payments
DONE WHEN	2 people, 1 seat left = 1 seat, 1 waitlist
OWNER	One name



Delegate one clear job, inside a box the agent can't break out of

stripe

SPEC → DELEGATE → REVIEW → OWN



DO
Build sign-up in the test copy

CHECK
Run your own tests and show the result

STOP
Ask before touching the live app

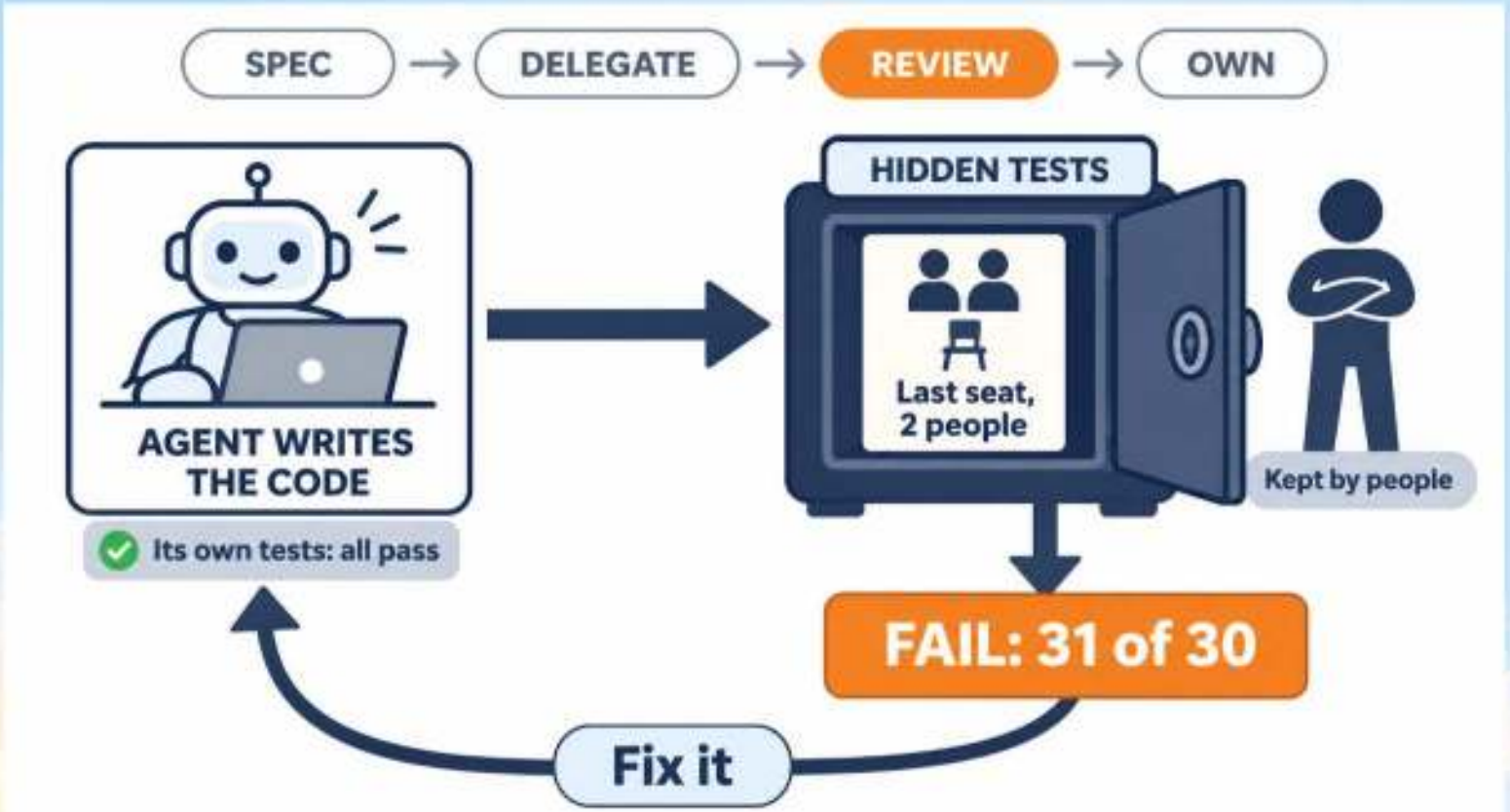
In one study, developers using AI felt 20% faster but were measured 19% slower



16 experienced developers, early-2025 AI tools (METR, 2025)

METR

Check the agent's work with tests it never saw

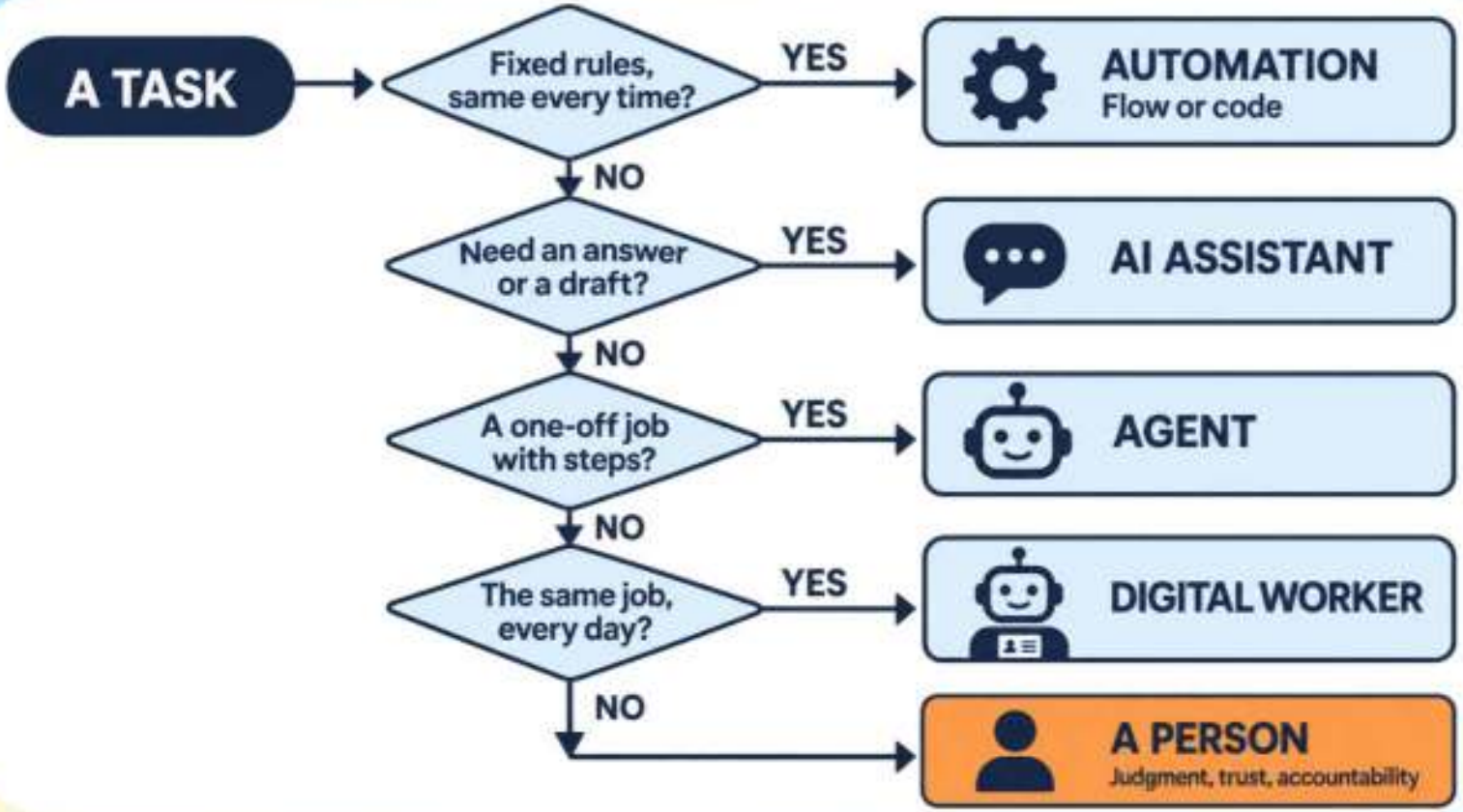


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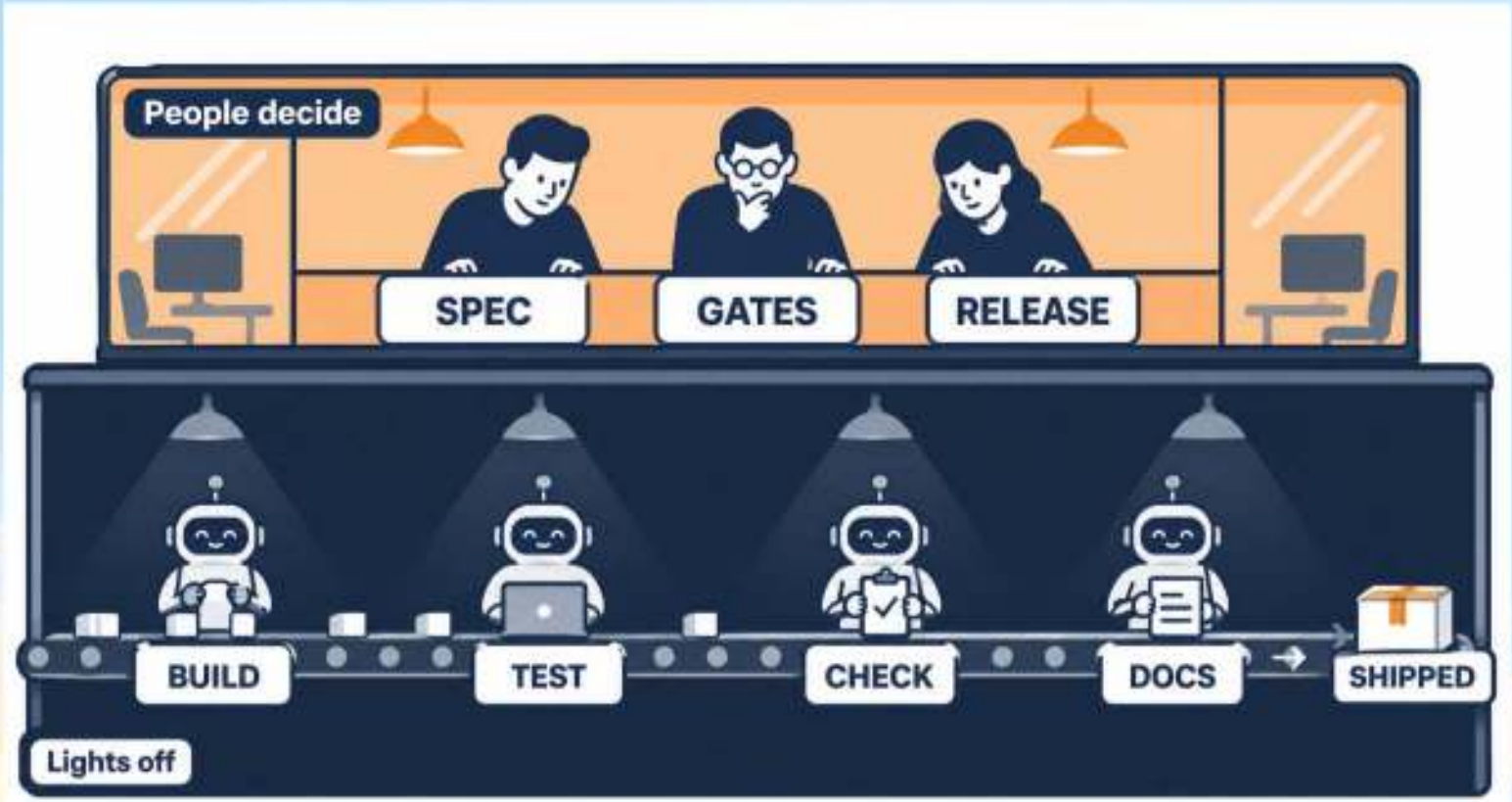
One named person answers for every release



Pick the simplest help that fits the job



In a Dark Factory, agents do the repeatable work and people keep the decisions



strongdm

The same shift looks different from every seat in this room

Google Cloud



One team, one loop: people own the gates, agents do the repeatable work

	SPEC	DELEGATE	REVIEW	OWN
PEOPLE	Decide what done means	Give one clear job: DO, CHECK, STOP	Design the checks. Keep the hidden tests.	One named person answers for every release
AGENTS	Wait for the brief	Build in a test copy with test data	Run the checks. Show the result.	Gather the facts fast
PLATFORM TEAM	Shared environments, tools and test runs, so no pod rebuilds them Guardrails with a clear way to escalate			

One pod. One spec. One owner.

Start on Monday with one small step for your role

STUDENT

Build the meetup app. Write the last-seat test yourself.

ADMIN

Write what done means in 3 lines before your next Flow.

DEVELOPER

Brief your agent: DO, CHECK, STOP.

TEAM LEAD

One outcome. One pod. One spec. One owner.



Code got cheap. Judgment didn't.
Spec, delegate, review, own:
that's the job now, and it's a good one.



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Questions & Answers



The Dark Factory: follow on Substack
shivanathd.substack.com

Thank You!

Thank you, Sri Lanka Dreamin'. Start on Monday with one small step: spec, delegate, review, own.

