BUILDING THE FUTURE WORKFORCE

How to Operate Human-as-Supervisor, AI-as-Workforce Teams

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Your agile pods are burning out, not from lack of talent, but from spending 60% of their time on **repetitive work**.

Your best engineers **write boilerplate code**.

Quality engineers manually create test cases for the **hundredth time**.

Product owners **reformat user stories** instead of talking to customers.

A new paradigm is being formed: Human-as-Supervisor, AI-as-Workforce. AI does repetitive work, and humans provide oversight, guidance, and accountability.

01. The Real Problem We're Solving

Your eight-person pod can't scale without adding headcount. Every team does things differently. You ship bugs because there's not enough time for thorough testing. People leave and take critical knowledge with them.

These aren't skill problems. **They're capacity problems.** Your teams have the capability; they lack the bandwidth. Hiring more people just adds coordination overhead and dilutes institutional knowledge.

02. Rethinking the Team Structure

The Human-as-Supervisor, AI-as-Workforce equation flips this equation. Rather than humans doing all the work and occasionally using a tool, humans are supervisors of AI agents who perform predictable and repeatable tasks.

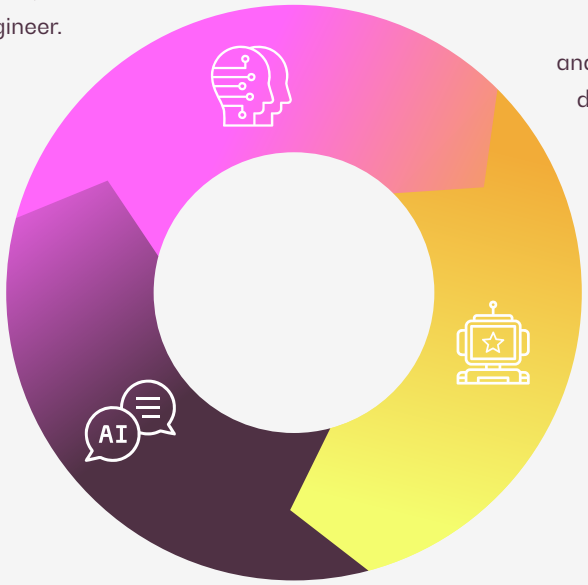
You need three different types of AI agents working together:

DIGITAL TWINS

Digital Twins act as your pod personas. Create one for each role: product owner, scrum master, developer, quality engineer. These aren't simple chatbots. They plan tasks, perform reasoning, and coordinate with specialized task agents. They nudge their human counterparts toward consistent decisions while maintaining human oversight for critical choices.

TASK AGENTS

Task Agents are your specialists. Each one is trained for specific work: generating user stories, creating test scripts, analyzing code changes, writing documentation, fixing defects. You hire them based on what your pod needs and let them go if they're not performing. Just like building a real team, you want specialists who are exceptional at defined tasks.



KNOWLEDGE AGENTS

Knowledge Agents are your institutional memory. They tap into knowledge graphs to provide context, analyze patterns, and maintain cross-pod learnings. When someone asks, "how did we solve this last quarter?" or "what's the standard approach for this integration?", the knowledge agent provides the answer instantly. No more tribal knowledge locked in someone's head.

To bring it all together, there is an Orchestration Agent that handles workflow, the agent registry, and when human intervention is required. This is important because you don't want chaos. You want controlled delegation.

03. Operational Workflow in Action

A new feature request is directed by the orchestration agent to the knowledge agent, which fetches past work and constraints. The digital twin of the product owner creates user stories, dependency maps, and complexity estimates, and provides structured choices. The final decision is made by the human product owner.

Task agents generate acceptance criteria, impact analysis, tests, and standard code, while human developers focus on complex logic and architecture. Throughout, the orchestration agent monitors progress, adds human checkpoints when needed, shares reusable patterns, and flags quality issues.

04. The Prerequisites Most People Miss

Agile pods are built for human collaboration. Introducing AI agents isn't plug-and-play; it requires structural readiness. **Four foundations matter:**

1

AI-ready context and data quality

Agents are only as good as the data they access. Scattered documentation and ambiguous requirements lead to poor decisions, just like with new team members.

2

Deep enterprise integration

Agents must connect meaningfully with JIRA, Git, CI/CD, test management, and monitoring systems. Superficial API hooks won't deliver real impact.

3

Clear, high-value use cases

Not every task needs an agent. Prioritize repeatable, predictable work with low ambiguity. Standard code reviews? Ideal. Novel architecture decisions? Keep them human.

4

Organizational readiness

Teams must trust outputs, close feedback loops, and redefine productivity. In an agentic setup, value extends beyond story points and sprint velocity.

05. What Success Actually Looks Like

An eight-person pod typically spends 40% of its sprint capacity on toil, about 256 hours every two weeks. **With well-implemented AI agents,**

toils drop to
35%

freeing
160 hours
per sprint for high-value work

equivalent to
96
extra weeks of expert-level output per year from the same team.

The benefits are evident:

story points go up by **45%**

the number of production bugs reduces by **58%**

Most importantly, engineers spend **less time on toil and more on innovation.**

code reviews take **less than a day**

test coverage improves from 60% to **85%**

06. Human-Led, AI-Enabled Future

There's a lot of hype right now about fully autonomous AI solving complex problems on its own. That's not what we're talking about. The real model is agents assisting humans in solving them faster, with more consistency, and at scale.

Product owners still decide. Developers are still architects. It's oversight, not delegation. Humans get to do the thinking and planning; AI gets to do the work and provide the leverage. The benefit isn't just efficiency; it's becoming a better organization.

07. About the Author

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Devanathan Desikan (Deva) serves as AVP & AI Architect – Digital Services at Movate, where he leads AI-driven offerings for the software delivery lifecycle, delivering impactful AI and engineering interventions. With over 21 years of experience in strategic positions across key IT functions, he has driven capabilities and solutions in Enterprise AI, software and quality engineering, data & analytics, and product management for AI-led platforms and solutions, as well as global technology office initiatives. Deva holds several patents for his innovations in AI.

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