DELIVERY · A WORKING FRAMEWORK BY JAMES TUTTIETT

The 2+1 AI-Native Pod

The smallest team that can own an outcome, with AI agents as the capacity multiplier.

The traditional delivery model answers "how many people do you need?" with a bench. The AI-native model answers "what outcome do you need?" with the smallest senior-led team that can own it, and uses AI agents to expand execution capacity horizontally rather than adding headcount. The pod is the unit of delivery, the unit of pricing and the unit of accountability.

The shape

A senior technologist who owns the outcome and the architecture. A junior delivery lead who runs the day-to-day, learns on the job and grows into the senior role. Plus AI agents, directed by both, doing the execution work that used to need three or four more people: documentation, testing, analysis, first-draft code, reporting.

Why senior-led

AI makes execution cheap and judgement expensive. The constraint in complex programmes is no longer tooling, it is credible technical leadership at the front. Put the senior person where the judgement is needed and let the agents do the volume.

Why the junior still matters

Because the senior bench of the future has to come from somewhere. The junior role is redesigned around orchestration and judgement rather than manual execution, which is how early-career capability gets built when the entry-level tasks have been automated.

How it is priced

On the outcome the pod owns, not the days it works. The efficiency AI creates is passed back to the client as value rather than hidden in a rate card. That is what makes the model defensible against a cheaper bench.

How to use it

- Start with one pod on one outcome the client can measure. Do not try to convert a whole programme at once.
- Use spec-driven development as the working method: the specification comes first, the agents build to it, the humans review against it.
- Expect the client to ask where the rest of the team is. The answer is the outcome, delivered.

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