March 21, 2026

From AI-Native Development to AI-Native Organization

With examples from Big Tech: Amazon, Meta, Microsoft, Intel, Google, Nvidia

What This Talk Is About

Big Tech examples

- Why SDLC is not enough.
- DevOps and boundary compression.
- Industry signals from Big Tech.
- Target picture for large companies.

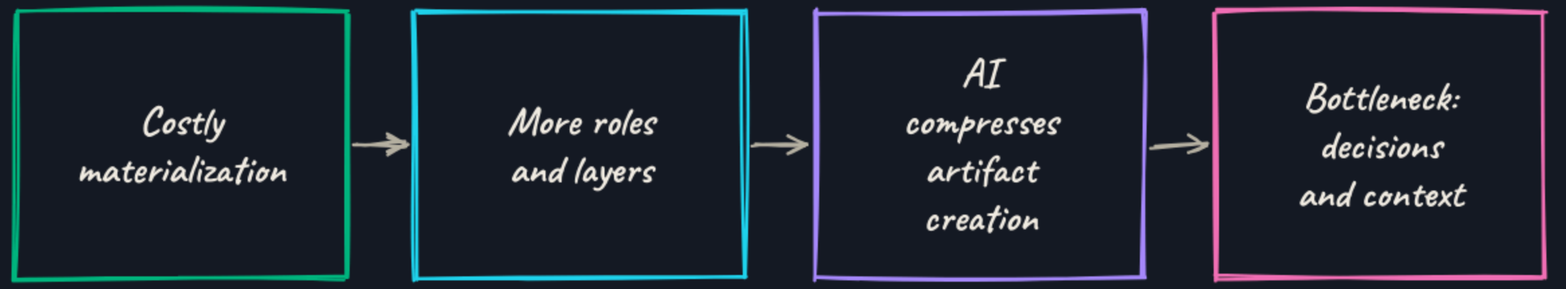
Part 1

01

Beyond SDLC

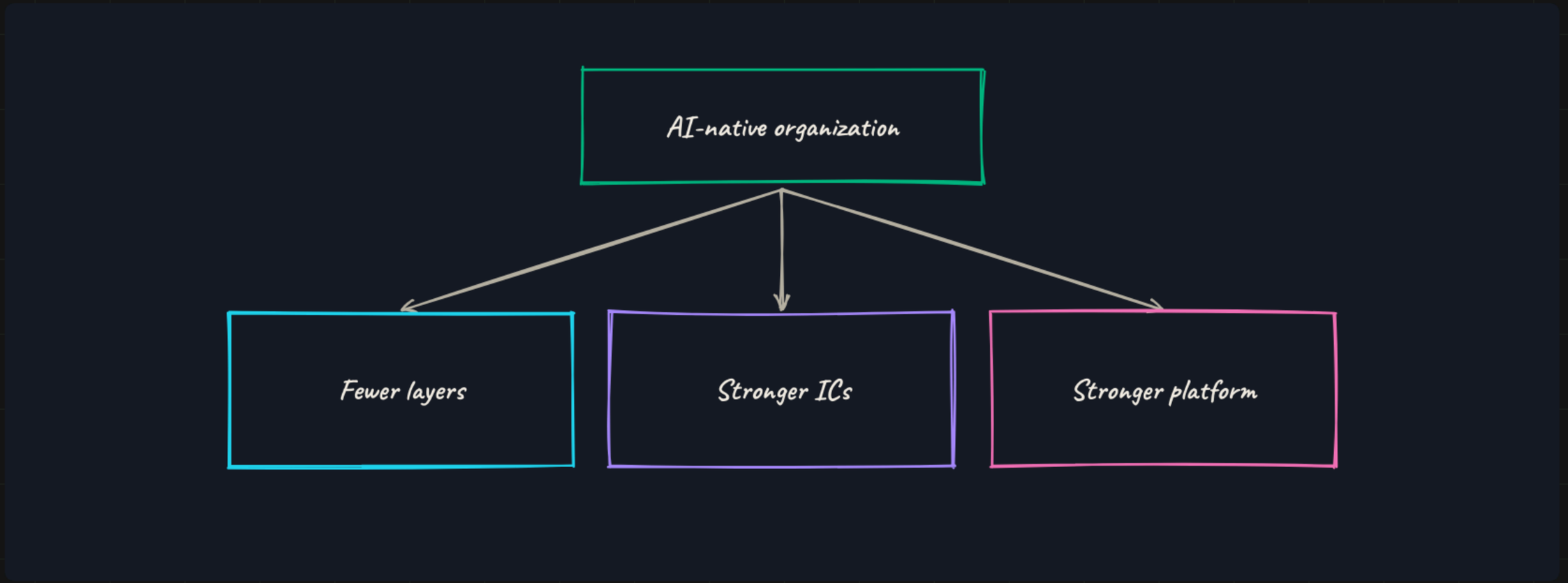
From accelerating development to rethinking the organizational model itself

Org Structure Was Built for Manual Work



AI-Native Organization — the Next Transformation Layer

 Key insight



Part 2

02

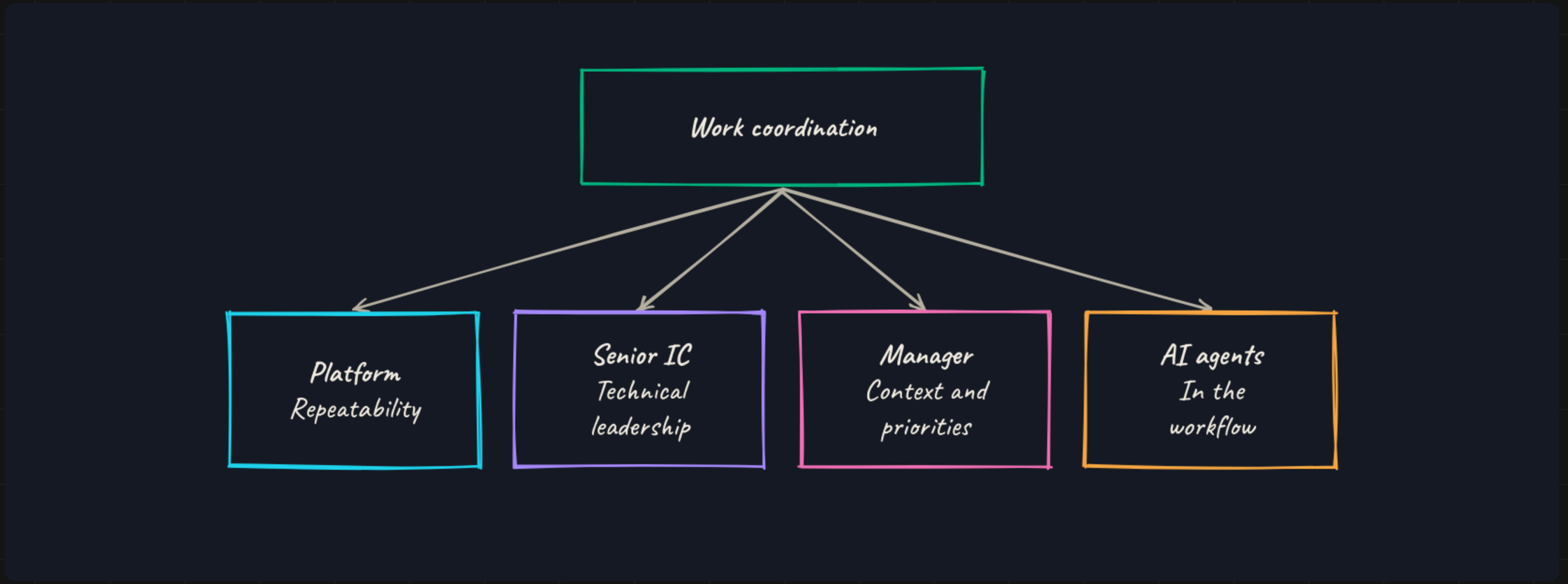
Historical Analogy: DevOps

After DevOps, the system is again compressing boundaries

DevOps: Moving Work Into Engineering Systems



Management Remains — Coordination Is Redistributed



Part 3

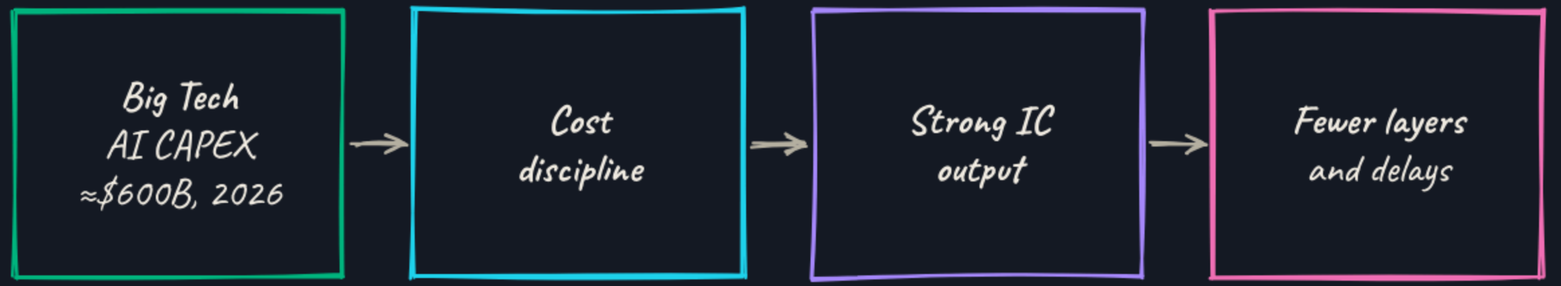
03

Org Structure as Capital

Why org design has become part of investment strategy

AI CAPEX Compresses Org Layers

Part 3 · Economics $600B



It’s Not Just Headcount Optimization

It’s a lighter organizational machine

- AI + platform raise employee throughput.
- Outside: layoffs and cost discipline.
- Inside — redesign for output/employee.

Part 4

04 Industry Signals

Two classes: extreme span of control and systematic flattening

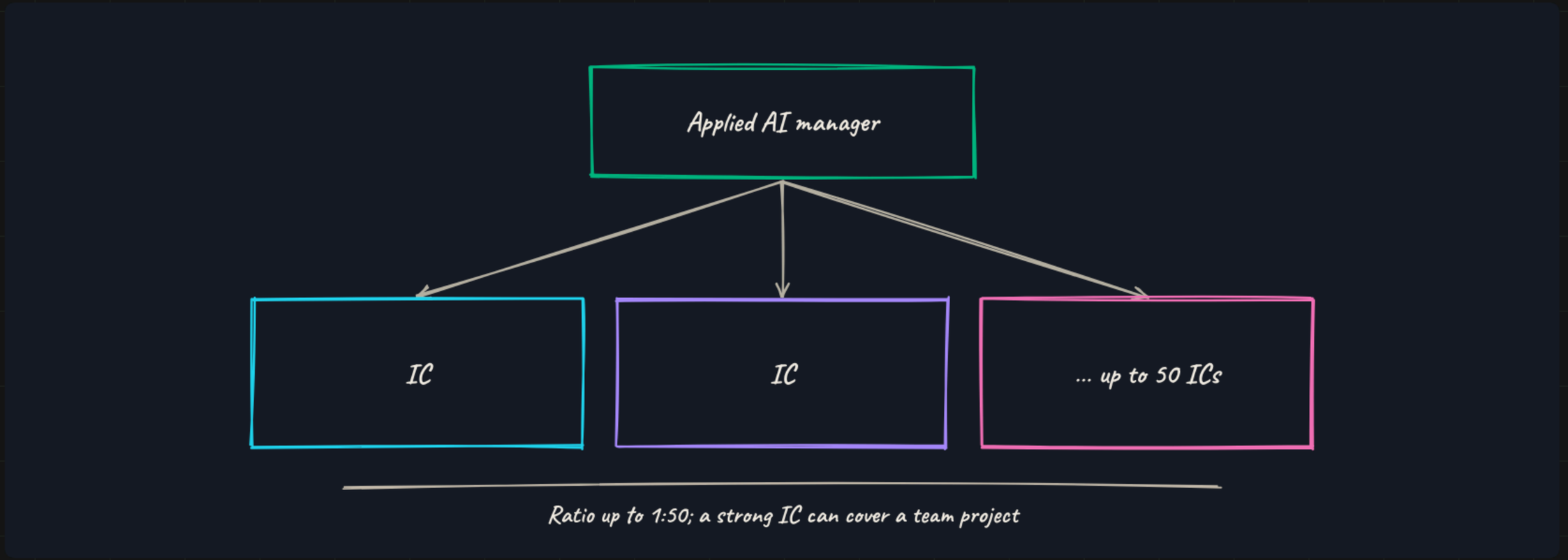
Amazon: Flatter Structure as Policy

Part 4 · Amazon +15%



Amazon's target for Q1 2025

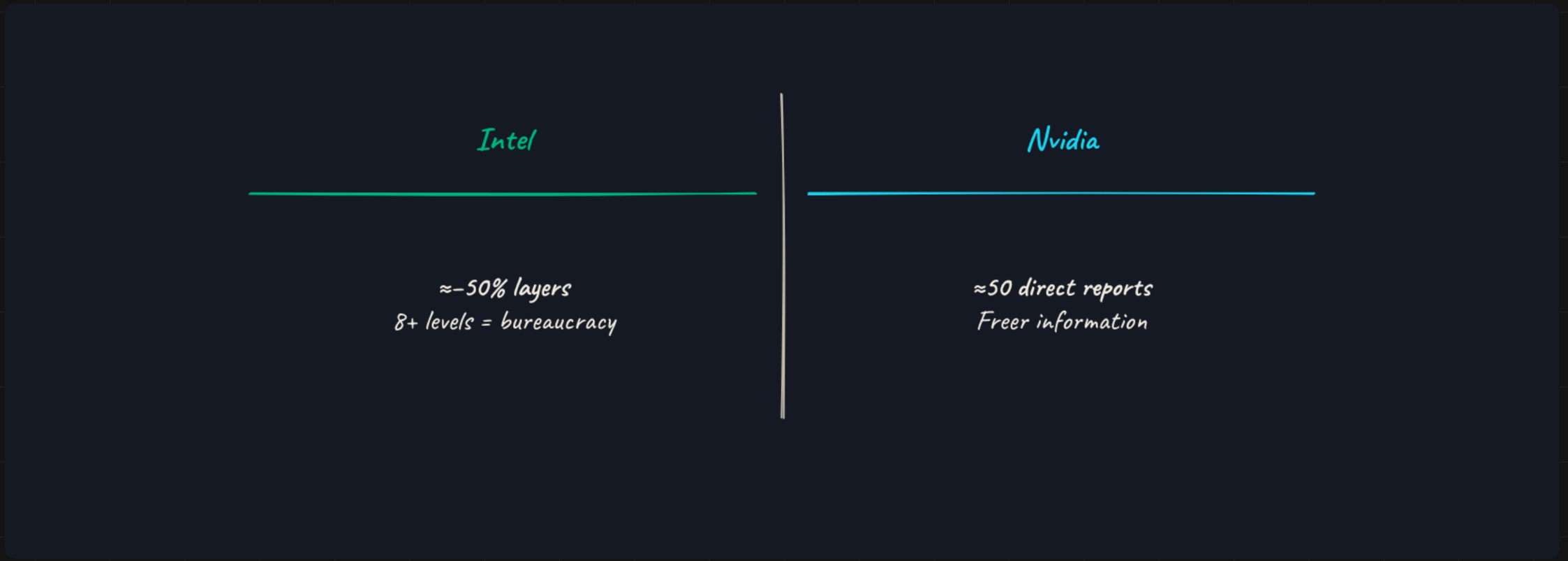
Meta: Ultra-Wide Span of Control



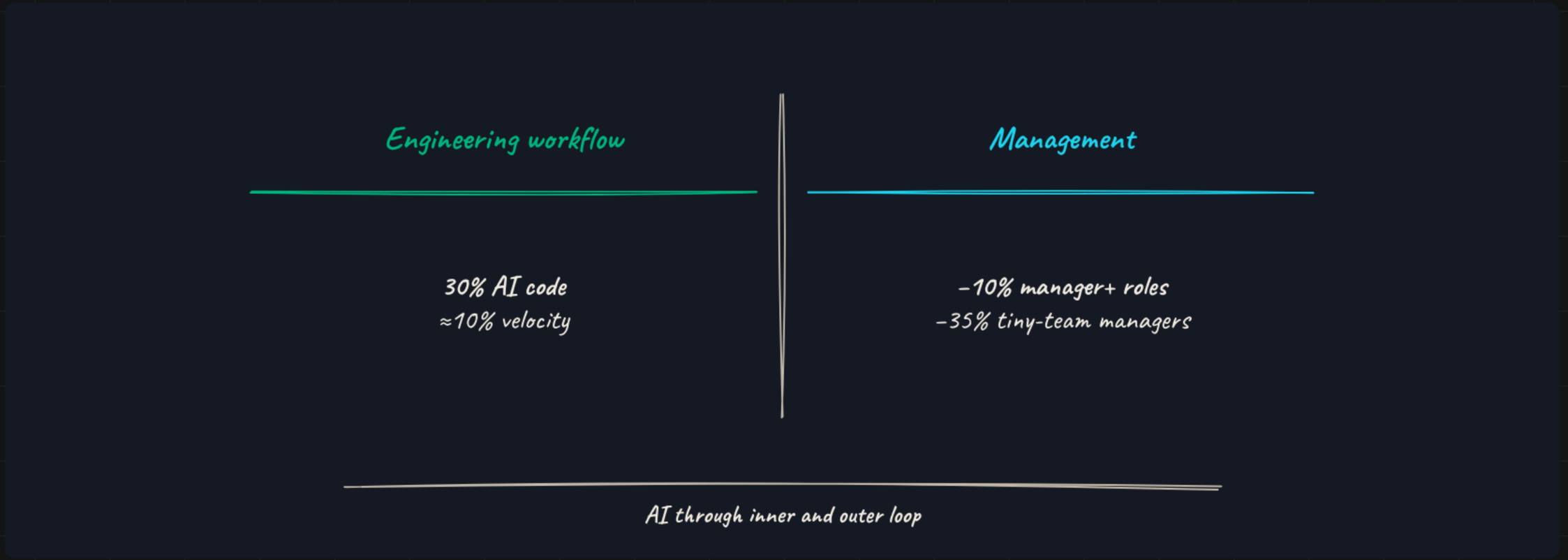
Microsoft: Platform, Fewer Levels, Agent Boss



Intel: -50% Layers
Nvidia: 50 CEO Reports



Google: AI Inside the Engineering Product



What These Companies Have in Common

- Remove low-value management layers.
- Strengthen senior ICs and staff+.
- Flattening + platforms + agent workflows.
- Managers design context and priorities.

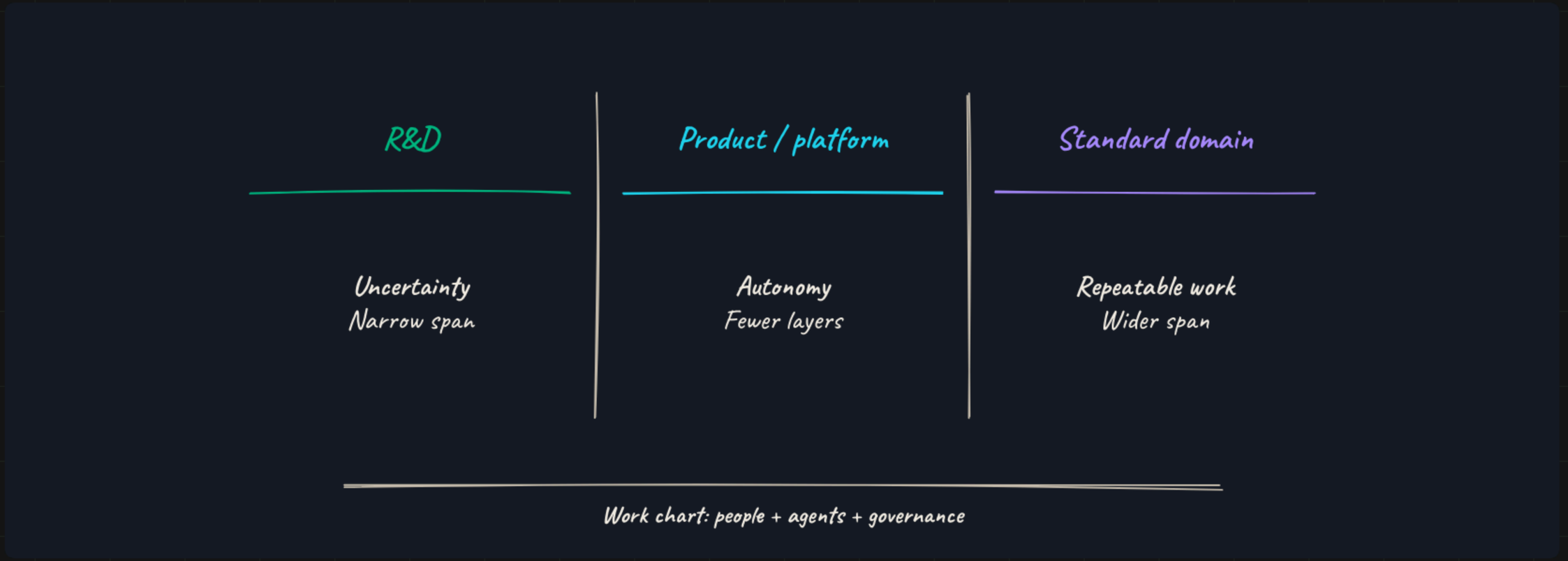
Part 5

05

Org Chart → Work Chart

A differentiated model instead of ’1:50 for everyone’

Three Zones of Organization



New Structure Needs the System



AI amplifies the properties of the existing system

Part 6

06

For a Large Company

Five principles for transitioning to an AI-native organization

Five Transition Principles



AI-Native Org: Thinner, More Manageable

- Less management inertia and bureaucracy.
- ICs matter more to outcomes.
- Lightweight processes around platforms.
- Agents quickly enter workflows.

References and Materials

Key sources

- Reuters AI CAPEX; Amazon IC ratio.
- Meta Applied AI; Microsoft CoreAI.
- Intel org changes; Google AI in SE.
- Nvidia direct reports; DORA 2025.

AI-Native Organization

Thank You!

For more materials on this topic, visit the ”Book Cube” channel — all links are collected there

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