

Leading an Army of AI Agents From Chat to Workflow

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AICD Virtual · AI Teammates at Work
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Agents scale. My attention doesn’t.

Ten agents.
One inbox.

Everything lands with me.



Two messages. Same urgency.

“Which CV is approved?”

“This role needs three office days. Make an exception?”

John Adib

Engineering manager and mentor
Former CTO and two-time co-founder



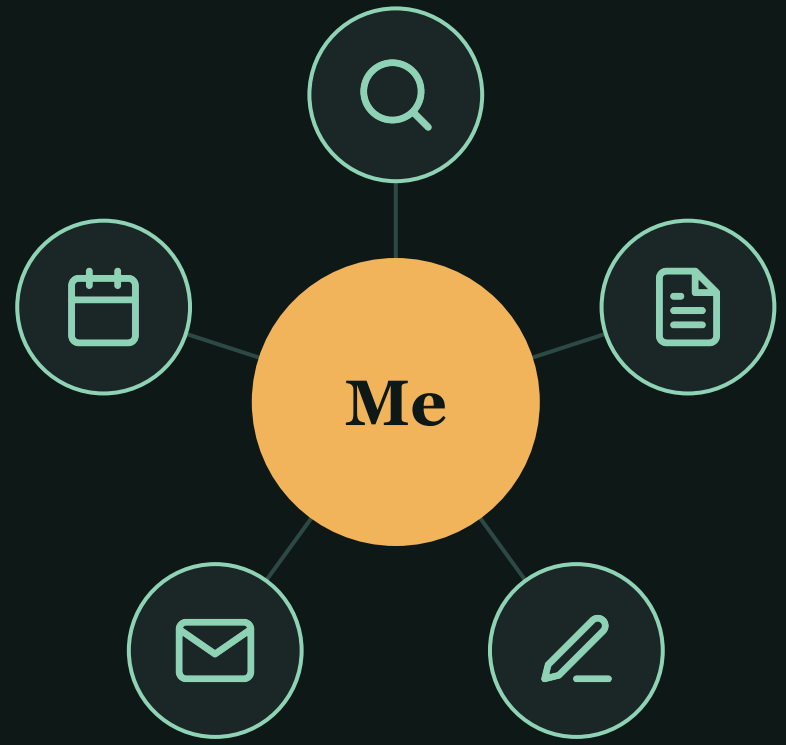
When chat is the workflow

When I stop, the work stops.



Every handoff runs through me

More agents, more handoffs.



From chat to workflow

Me at the edges. Agents in the middle.



Five agents and a playbook

Each one gets one job, and only the access it needs.



Scouts CV Application Gmail Scheduling Playbook

One sheet is the shared memory

One row per opening.



The leader’s four jobs

Same as leading people.

1 Brief

2 Escalate

3 Memory

4 Review

Following one application: Fernhill Freight

JOB 1 · THE BRIEF

Start with a brief

What good looks like, and what needs me.



JOB 1 · THE BRIEF

The scout stops and asks

Three office days. The brief says two.



JOB 2 · ESCALATION

Pause one row, not the search

Everything else keeps moving.



JOB 2 · ESCALATION

A one-off is not a new rule

The exception stays on its row.



JOB 3 · SHARED MEMORY

Answer once.
Write it down.

Then the question stops coming back.



JOB 3 · SHARED MEMORY

Look it up, or ask

Known facts get filled in. New commitments come to me.



JOB 4 · REVIEW

I approve what goes out

It goes out in my name.



JOB 4 · REVIEW

Where it breaks: applying twice

Submitted only when there’s a receipt.



JOB 4 · REVIEW

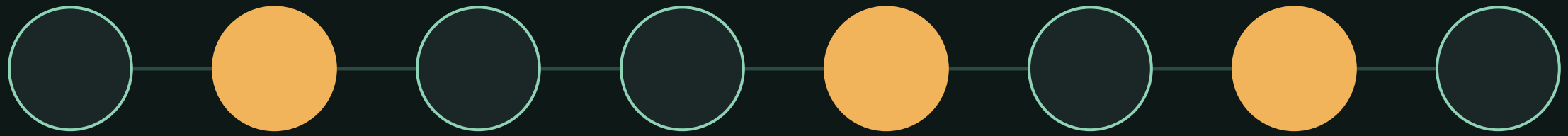
Offered is not confirmed

Confirmed only when the recruiter agrees.



Where I came in

Three moments out of eight.



My review sets the pace

Start only what I can review.



Finish before you start

When the queue grows, pause the search.



The same four jobs, any team

Support inbox. Hiring. Your workflow.



The walk-away test

Step away. See what stopped, and why.



Agents scale. Your attention doesn’t.

1. Brief
2. Escalate
3. Memory
4. Review



Connect with John