ANGIE JONES, VP OF AGENTIC AI FOUNDATION

Building an Autonomous Engineering Org

Early users of coding agents.

Code is not the bottleneck.

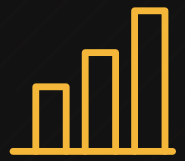
Where We Are

Experimentation

explore and normalize AI usage

Adoption

scale usage through structure and consistency



Impact

drive measurable outcomes and productivity gains

We need to be Agentic Engineers.

Treat agents as core collaborators.

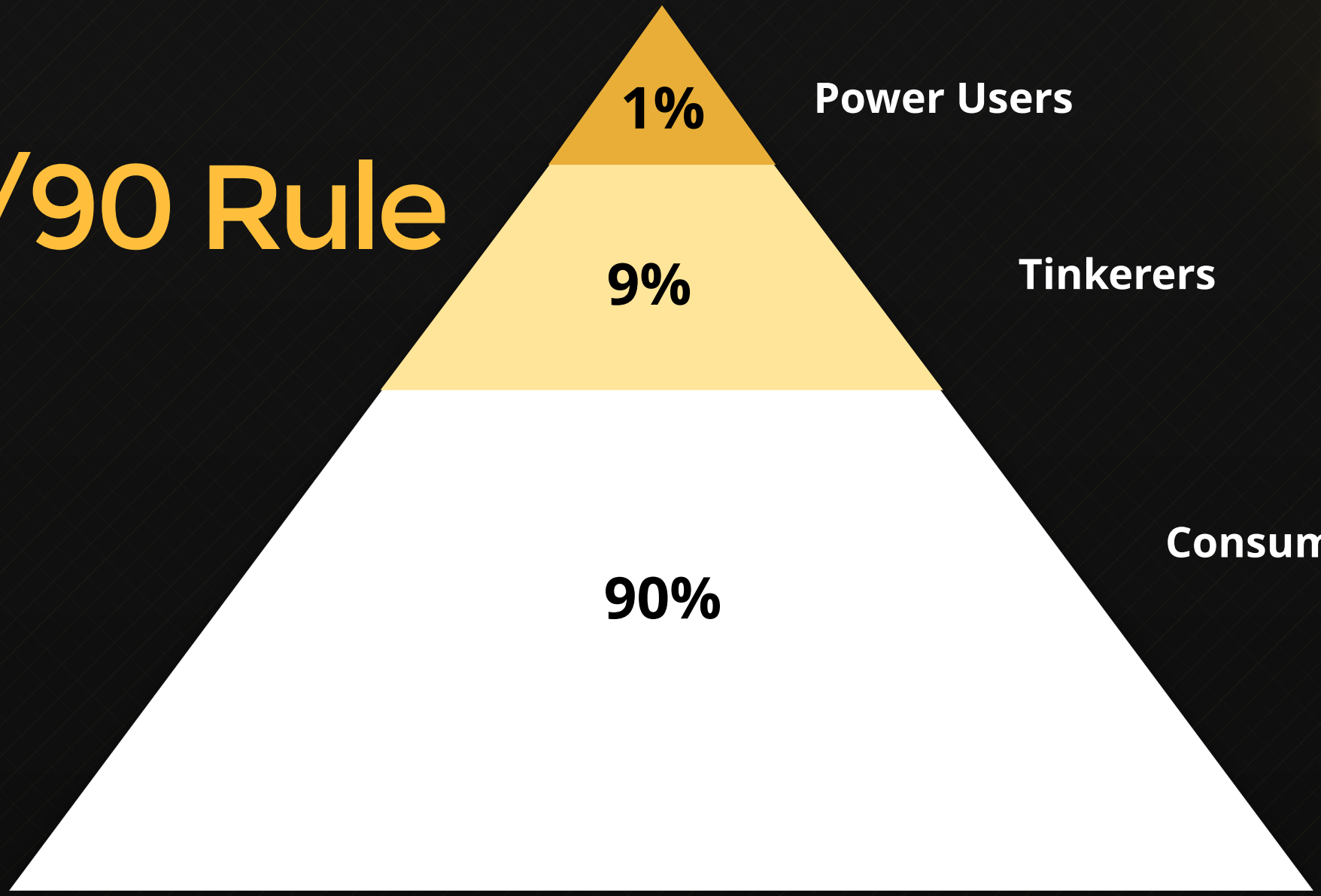
AI Maturity Model

Stage 0	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Unengaged	Assisted	Conversational	Directed	Parallel	Autonomous

adapted from Steve Yegge's Gas Town article

How can we level up?

1/9/90 Rule



The 1%:
AI Champions

actually ~1.43%

AI Maturity Model

Stage 0	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
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STAGE 3

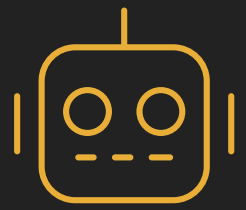
Turning repos into AI-friendly systems.

STAGE 3

Not all codebases are equal.

STAGE 3

AI Friendly Repo

Agent Context	Agent Rules	AI Workflows	AI Code Review	AI PR Indicators
				
25	25	25	25	15

AI Maturity Model

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STAGE 3

Delegate from anywhere.

STAGE 3

↑69%
AI-authored code

↑37%
Reported time savings

↑21x
Automated PRs

AI Maturity Model

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Unengaged	Assisted	Conversational	Directed	Parallel	Autonomous

STAGE 4

Parallelism introduced challenges.

STAGE 4

Who is going to review all of this?

STAGE 4

Handle AI overload with more AI.

STAGE 4

We've outgrown the machines.

AI Maturity Model

Stage 0	Stage 1	Stage 2	Stage 3	**Stage 4**	**Stage 5**
Unengaged	Assisted	Conversational	Directed	Parallel	Autonomous

STAGE 5

Providing the agents with a world model.

AI Maturity Model

Stage 0	Stage 1	Stage 2	Stage 3	Stage 4	**Stage 5**
Unengaged	Assisted	Conversational	Directed	Parallel	Autonomous

BUSINESS • 3 MIN READ

Block lays off nearly half its staff because of AI. Its CEO said most companies will do the same

UPDATED FEB 26, 2026

By Ramishah Maruf

220

Jack Dorsey, co-founder of Block, announced the company is cutting its staff by 40%. *(Eva Marie*

AI Maturity Model

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