

The Surplus Problem

What happens when Vibe
Coding Succeeds?



A Lot Of People Still Think of AI As a Tool

2008

One Decision

240 million customers



HARVESTING



Fast track to
irrelevance

EXPERIMENTING



Motion w/out Progress

BUILDING



Compounding Advantage



80%

Savings

Harvest

OR

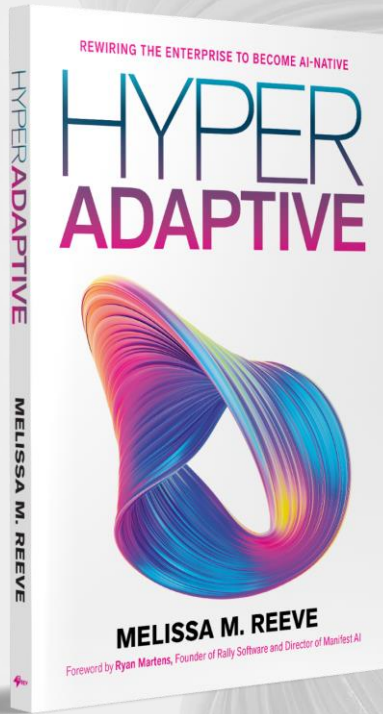
Reinvest



The Timeline? Eighteen Months



**Where Did
YOUR Last
Efficiency Go?**



A Blueprint To Become AI-Native

Hyperadaptive: Rewiring the Enterprise
to Become AI-Native



Hyperadaptive™ Model



"Most organizations today"

Foundation

Optimization

Automation

Transformation

Hyperadaptive
Realization



AI Councils
AI Leads

AI
Activation
Hubs

AI Impact
Hubs

AI Telemetry
Networks

Hyperadaptive
Funding &
Talent Models

Dimensions of the Hyperadaptive Model

HUMAN / CULTURAL

Decision Making

Role Impact

Communication

Integrated Learning Loops

Predictive Sensing

TECHNICAL / OPERATIONAL

Budgeting

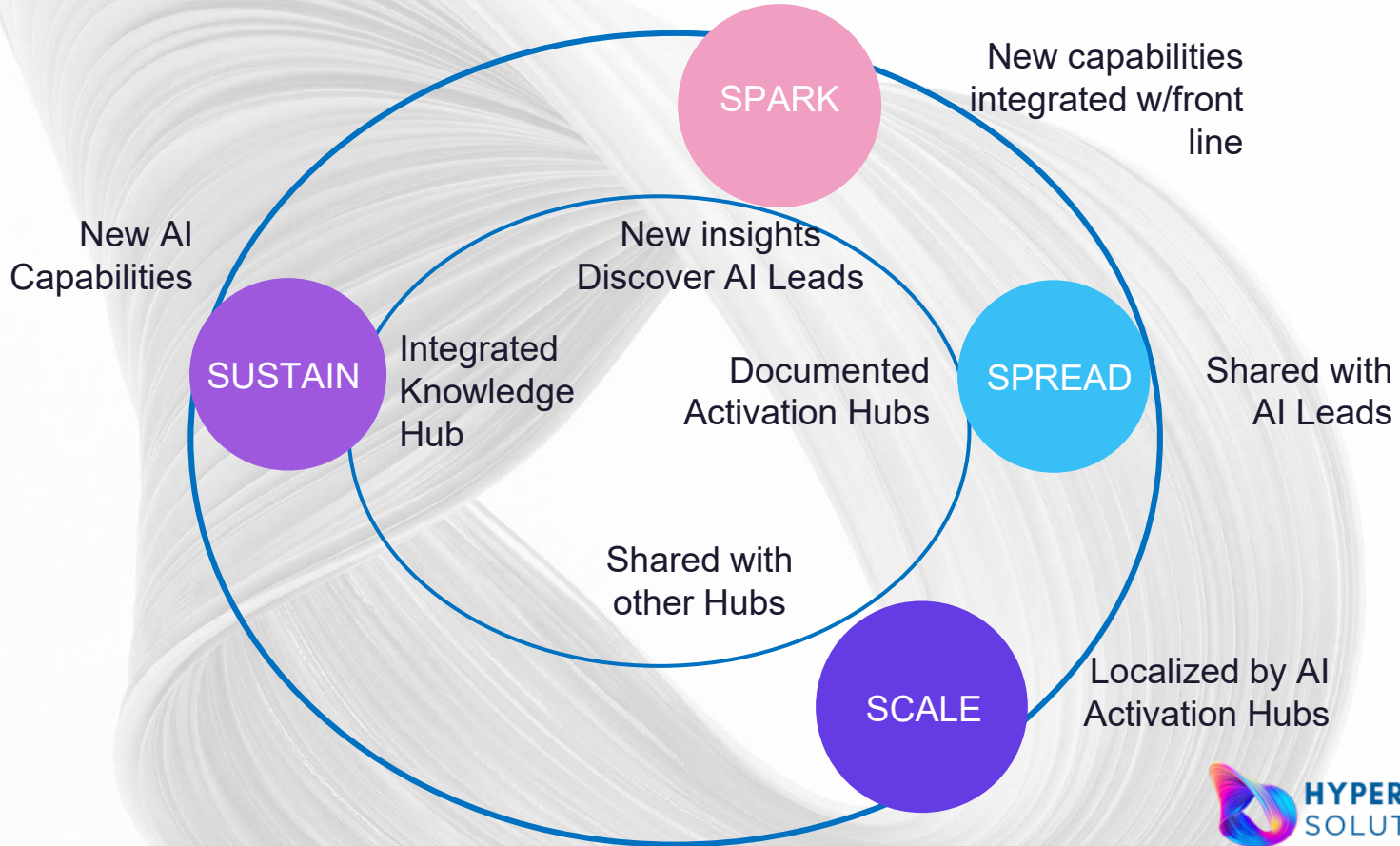
Incentives

Role Evolution

Value Orientation

Organizational Structure

The Bidirectional AI Learning Flywheel



2008

中国平安

PING AN

Insurance Underwriter



\$5,288

Eco-system User

\$1,399

Non-User

PING AN's

2008

Is Your

2025



AI Changes Who Can Do What.



Lawyer



Lawyer



Cardiologist



Lawyer



Cardiologist



Musician



Lawyer



Cardiologist



Musician



Civil Eng



Lawyer



Cardiologist



Musician

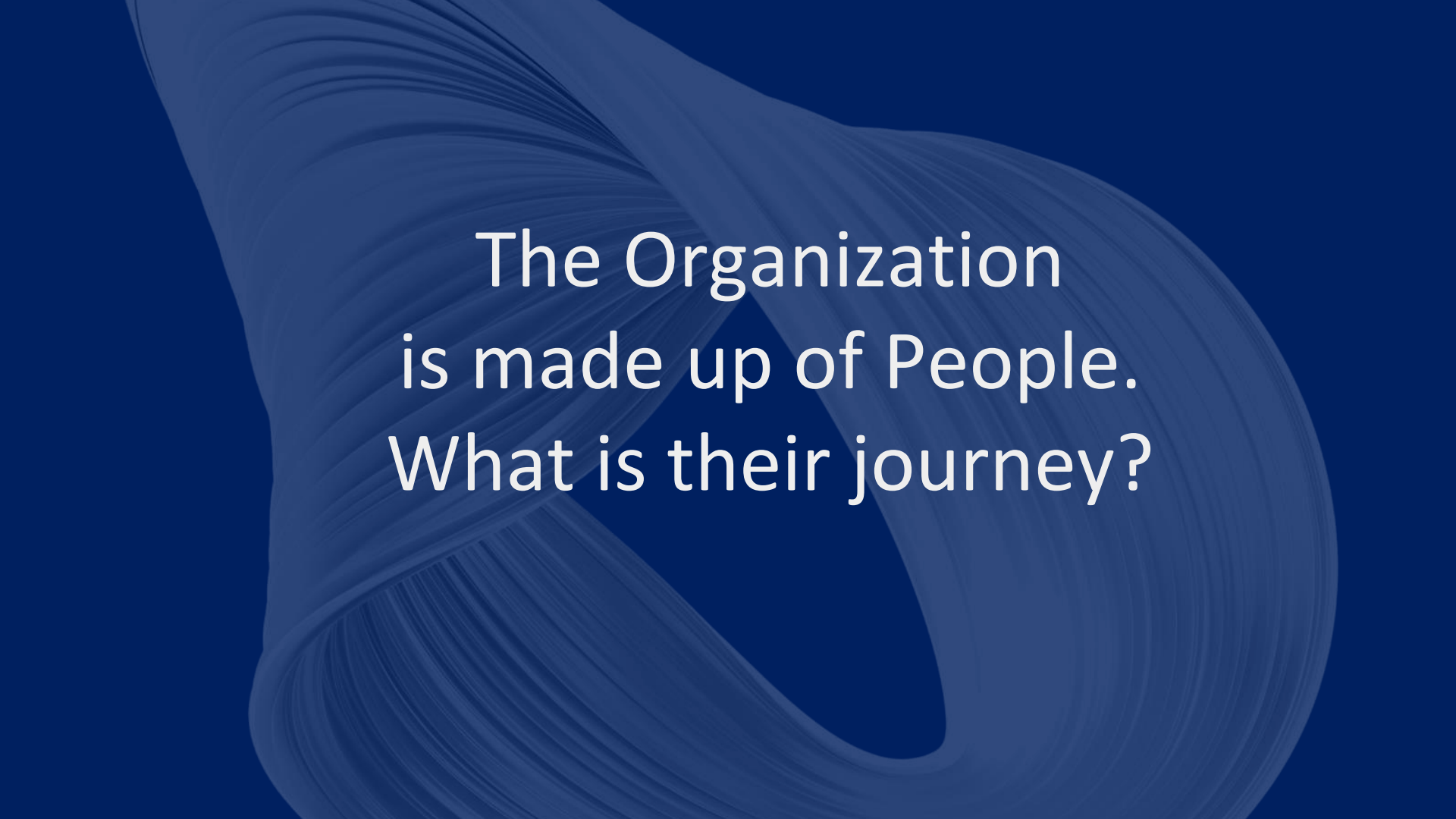


Civil Eng



**Software
Developer**

**One in
Five**



The Organization
is made up of People.
What is their journey?



322

16

363

304

339

374

Our Final Mountain

6 Companies, 3 non-profits, now this!

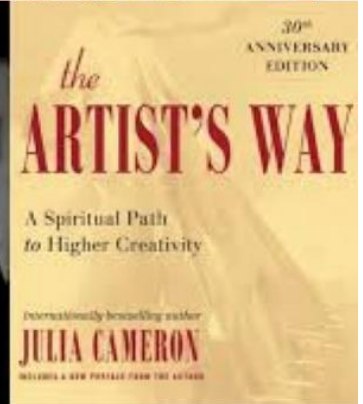
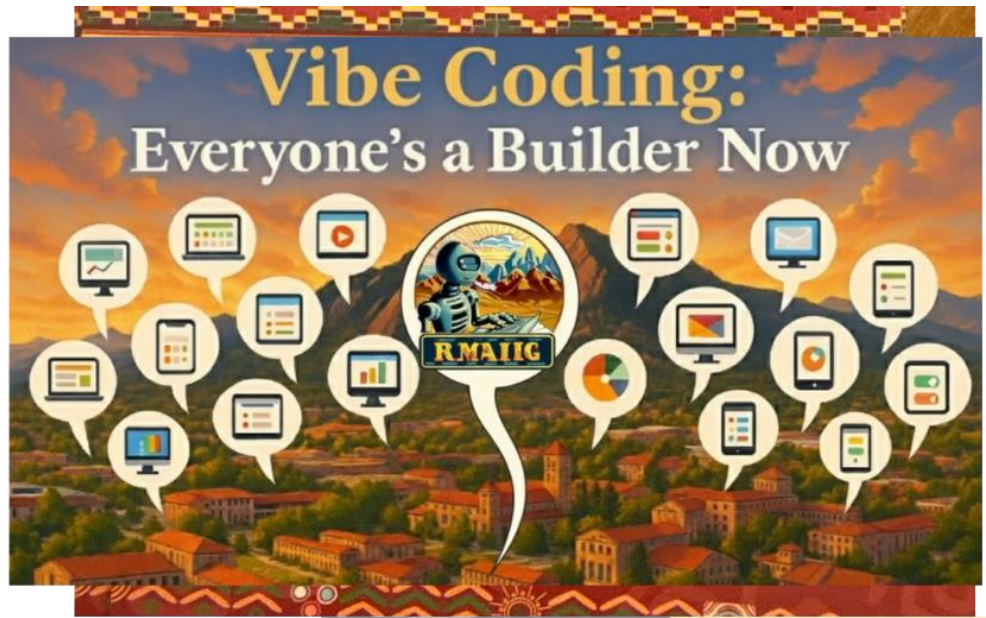


Ryan



John

Vision Quest starts!
“Make rain and grow
corn” - shaman



Plan Increment

AGENT
Welcome back! You're ready for this session. How would you like to proceed?

AGENT
Completed "Test generation node" on: **Design shape

Reply...

Manifest's

Chat

Before I update, I need to understand what you mentioned in the previous element. Should I create a 24-hour window (showing forecast)?

Show details ▼

I'll adjust the details

Reply...

SHAPING Find the Holes PRO: 2,847 words

Windsports Calendar Blocker

PROGRESS 1/6 2 / 5 Data Model

P1 — FIX OR PAY LATER

- Authentication
- Data Model
- Wind Data Integration

P2 — OPTIONAL

- Calendar API
- Notification System

P3 — NOTED

- Deployment

stage_manager_skills — -zsh — 137x41

```

-- **Tone Reminders** -- what to protect and what to avoid
-- **Part of Stage Manager** -- where this skill sits in the suite and
---

## Repository Structure
...
plugins/stage-manager/skills/
shape-find-holes/SKILL.md
shape-collapsed-options/SKILL.md
shape-risk-sequence/SKILL.md
shape-soul-check/SKILL.md
shape-to-stage-gate/SKILL.md
stage-chunking/SKILL.md
stage-wsjf/SKILL.md
stage-prompt-craft/SKILL.md
stage-output-review/SKILL.md
coherence-check/SKILL.md

SOUL.md      - the animating idea behind this library
README.md   - this file
...

## The Soul Document
'SOUL.md' at the root of this repo is the animating idea behind Stage Manager. It's the work is in service of. Read it before reading the skills. It's the
...

## Using These Skills
**With Claude or any AI assistant**

Paste a skill's contents into your system prompt or at the top of a chat window.
**With Claude Code, Cursor, or Replit**

```

ALSO RUN

- Collapsed Options
- Risk Sequence

54

Getting there
Staging readiness

→ Move to Staging

```

← 1774017622978_V2-Stage-Manager-RiskSe...
10.42 KB • 214 lines • Formatting may be inconsistent from source

# == Stage Manager - Risk Sequence ==

**Date:** 2026-03-19
**Document:** V2 Stage Manager Design Document
**Skill:** Risk Sequence · Shape Node

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## ▶ What's Being Built and What It Depends On

Stage Manager V2 is a web application that takes the intelligence already working in CLI skills - surfacing invisible spec decisions - and wraps it in a 7-screen lifecycle product with persistent projects, crafted prompts, and a learning loop across builds.

**The central bet:** Builders will leave their code editor, open a separate web application, and go through a multi-screen workflow to shape their specs - when they could already do `/shape-find-holes` in the terminal they're already sitting in.

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## ▶ The Load-Bearing Assumptions

### 1. Builders Will Use a Separate App for Shaping - **Priority: P1**

> "Home Page (Project Hub) → Document Intake → Shaping Workspace → Staging Modal → Coherence Check → Staging Workspace → Coding Workspace → Sounding Workspace → Home Page (loop)"

**What's being assumed:**
That a developer who's about to build something will stop, open a browser, navigate to Stage Manager, paste their document, and work through a multi-screen flow - instead of typing a slash command in the tool they're already using.

**What happens if it's wrong:**

```

AI is Personal Journey



Curious

Experimental

Productive

Creative

Generative



Three Movements at Once

- 1 Shift Left Toward Product and Design**
- 2 Become Head Chef of Your Agentic Team**
- 3 Be Curious, Experimental, Productive, Creative, Generative**

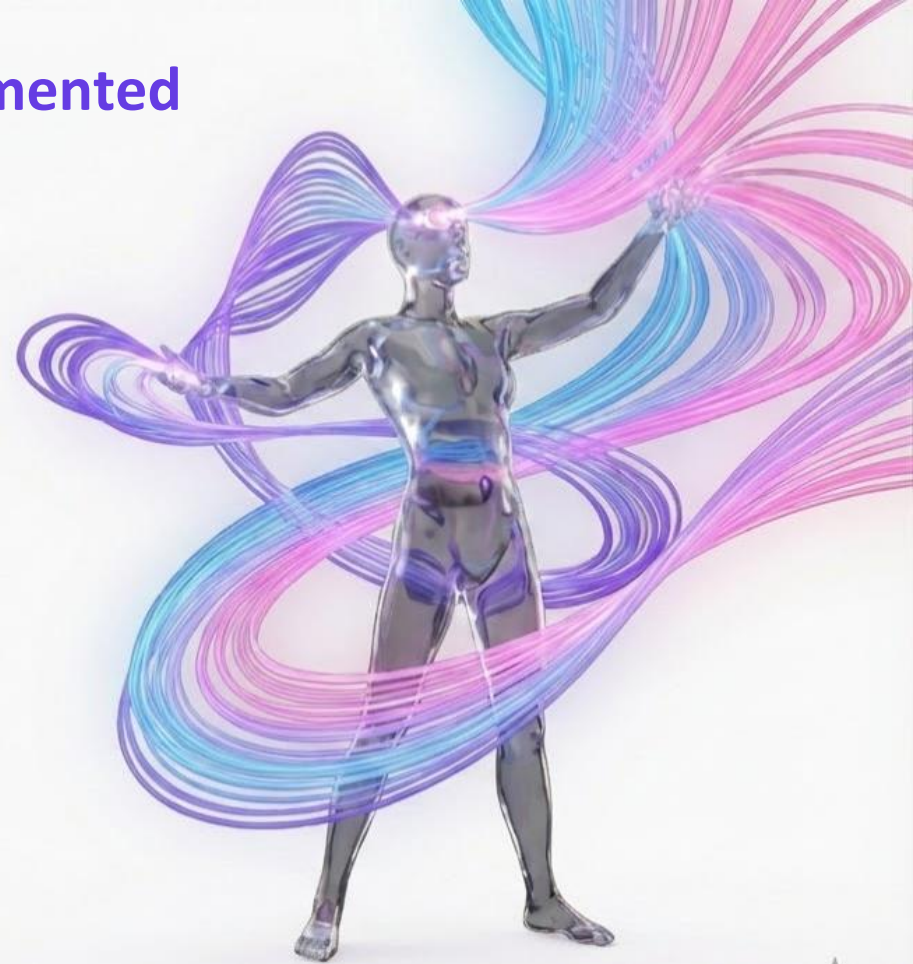


Human

Amplified



Augmented



Manifest Substack

Tech Preview and
Repos



Invest the Surplus In Your Organization In Yourself



1. Share the Blueprint

**2. Invest in AI
Activation Hubs**

3. Amplify yourself



Invest In Human Flourishing

Business Exists to Serve Humans





HYPERADAPTIVE
SOLUTIONS

Thank you.