

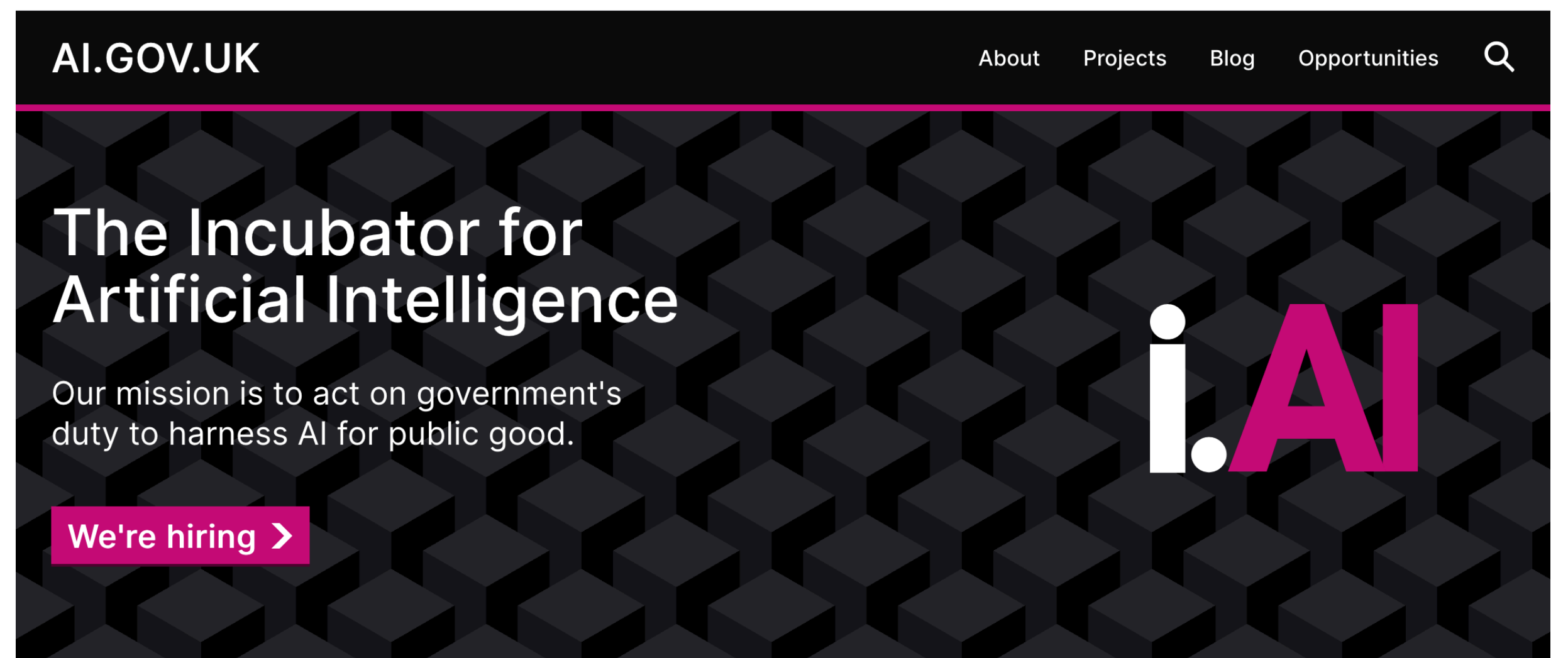
Small giants and real giants

Team dynamics after AI

Duncan Brown, Agile Cambridge, 2 October 2025

“Skateboarding is a way of learning how to redefine the world around you. For most people, when they saw a swimming pool, they thought, 'Let's take a swim.' But I thought, 'Let's ride it.' When they saw the curb or a street, they would think about driving on it. I would think about the texture”

Ian MacKaye, musician (and skateboarder)



Inevitability

AI 2027¹

Daniel Kokotajlo, Scott Alexander, Thomas Larsen, Eli Lifland, Romeo Dean

We predict that the impact of superhuman AI over the next decade will be enormous, exceeding that of the Industrial Revolution.

We wrote a scenario that represents our best guess about what that might look like. It’s informed by trend extrapolations, wargames, expert feedback, experience at OpenAI, and previous forecasting successes.²

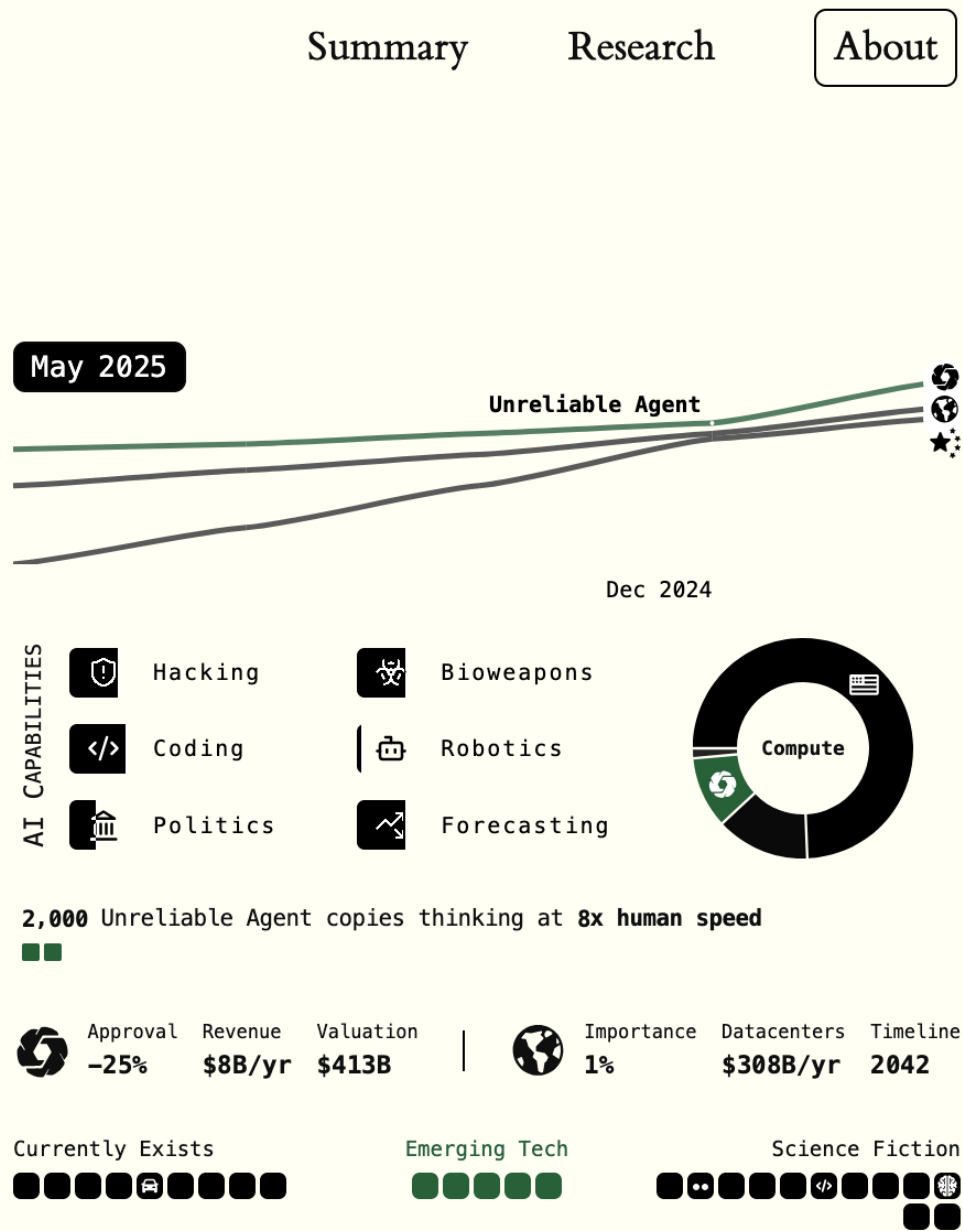
- What is this?
- How did we write it?
- Why is it valuable?
- Who are we?

Published April 3rd 2025 | PDF | Listen | Watch

Mid 2025: Stumbling Agents

The world sees its first glimpse of AI agents.

Advertisements for computer-using agents emphasize the term “personal assistant”: you can prompt them with tasks like “order me a burrito on DoorDash” or “open my budget spreadsheet and sum this month’s expenses.” They will check in with you as needed: for example, to ask



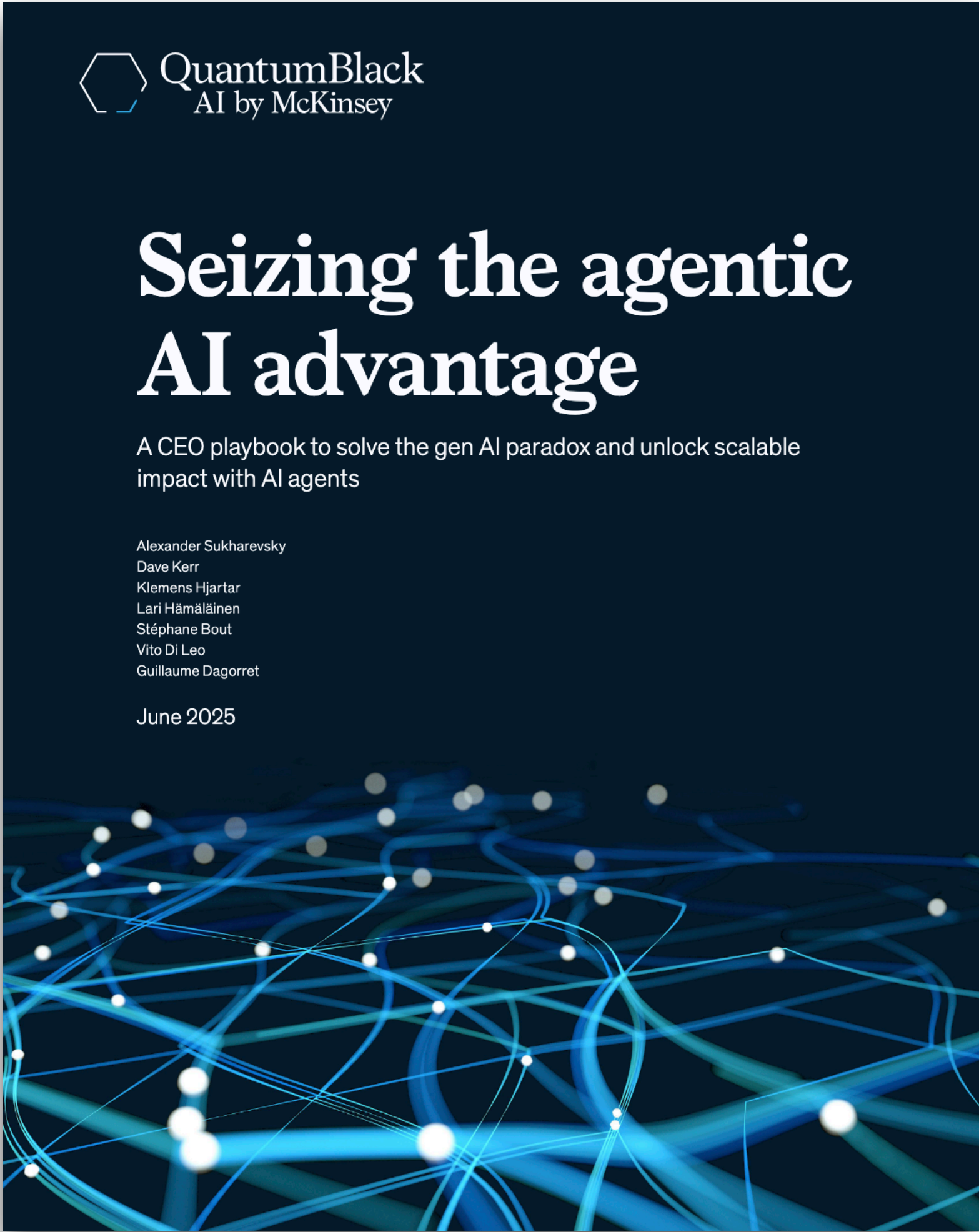
MAY 2024
ALEXANDER IOSAD
DAVID RAILTON
TOM WESTGARTH



Governing in the Age of AI: A New Model to Transform the State

TONY BLAIR
INSTITUTE FOR
GLOBAL CHANGE

Feasibility



Desirability



Small giants



The Era of the Small Giant

May 22, 2025

After two decades in software engineering, with the last ten years at Workday, I've witnessed a pattern that's both fascinating and, frankly, concerning.

I've watched as organizations scaled development teams to staggering sizes—sometimes 300+ engineers—just to make measurable product progress. The overhead is immense: coordination meetings, alignment sessions, documentation reviews, and countless hours spent maintaining communication channels rather than building.

“The moments of true breakthrough, of genuine innovation, have almost always come from small teams. Specifically, groups of fewer than 7 people —individuals who are exceptional at their craft and deeply aligned on vision....

Now, imagine taking that small, high-functioning team and amplifying each person's capabilities tenfold through AI tools. This isn't hypothetical— it's happening right now.

I call this emerging reality "The Era of the Small Giant." Small in headcount but giant in impact.”

Artefact fixation

T shapes

alphagov / govuk-frontend

Type / to search

<> Code

Issues 363

Pull requests 37

Discussions

Actions

Projects 1

Security

Insights

 govuk-frontend

Public

main

381 Branches

94 Tags

Go to file

 domoscargin Merge pull request #6270 from alphagov... a611e79 · yesterday

.github	Merge pull request #6281 from alphagov...
.husky	Remove deprecated Husky setup code
bin	Don't allow pre-release tag generation o
dist	Release 5.12.0
docs	Bump @babel/core from 7.28.3 to 7.28.4
packages	Merge pull request #6270 from alphagov...
shared	Merge pull request #6288 from alphagov...
.browserslistrc	Update Node.js version in .browserslistrc
.editorconfig	Move package into package/dist
.eslintrc.js	Update ESLint rules for updated package
.gitattributes	Ensure git clone uses LF line endings
.gitignore	Add helper for automatic changelog man

 GOV.UK Design System

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Patterns

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Accessibility

Home > Components

Error message

This guidance is for government teams that build online services. [To find information and services for the public, go to GOV.UK.](#)

Follow the [Validation pattern](#) and show an error message when there is a validation error. In the error message explain what went wrong and how to fix it.

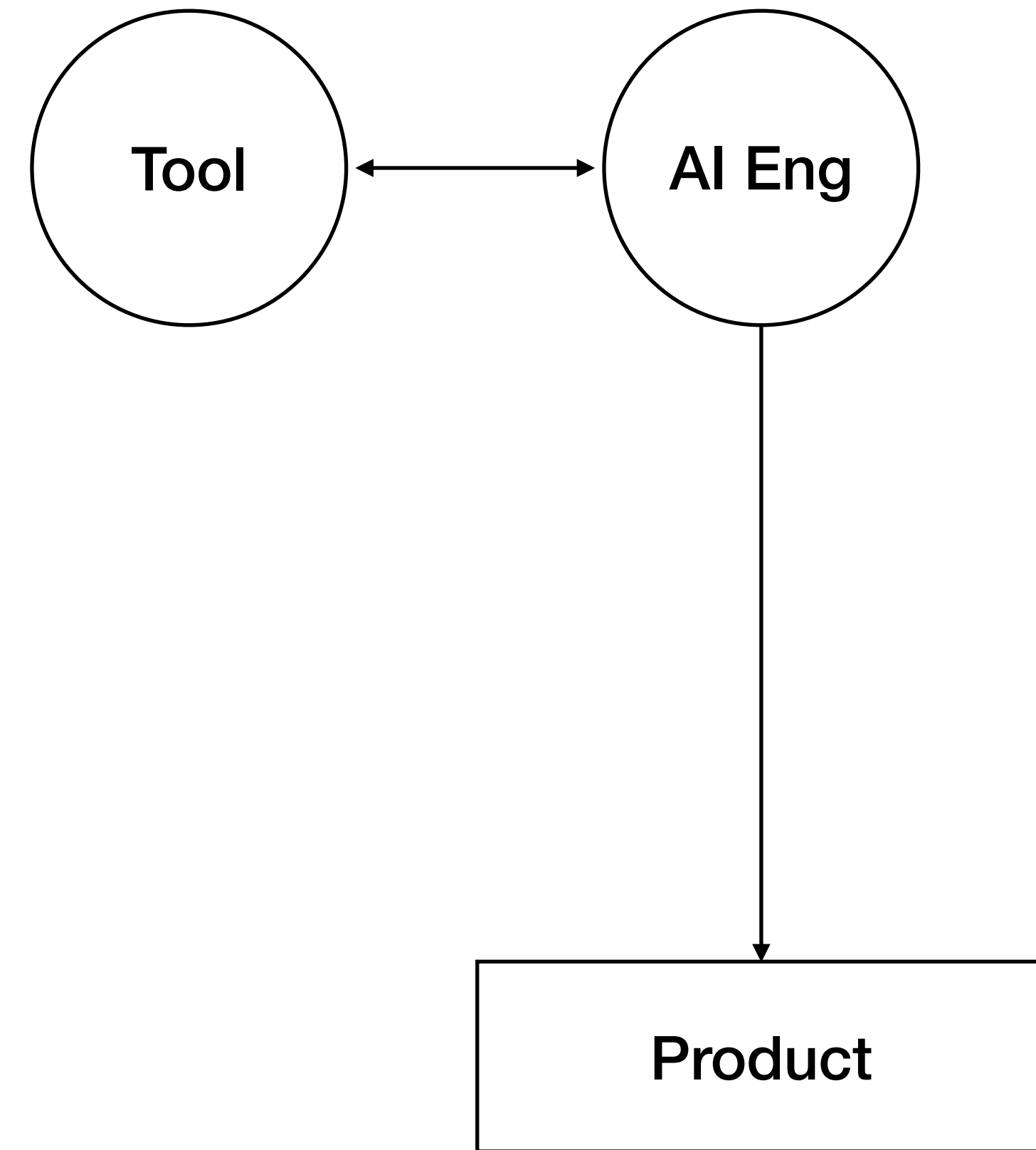
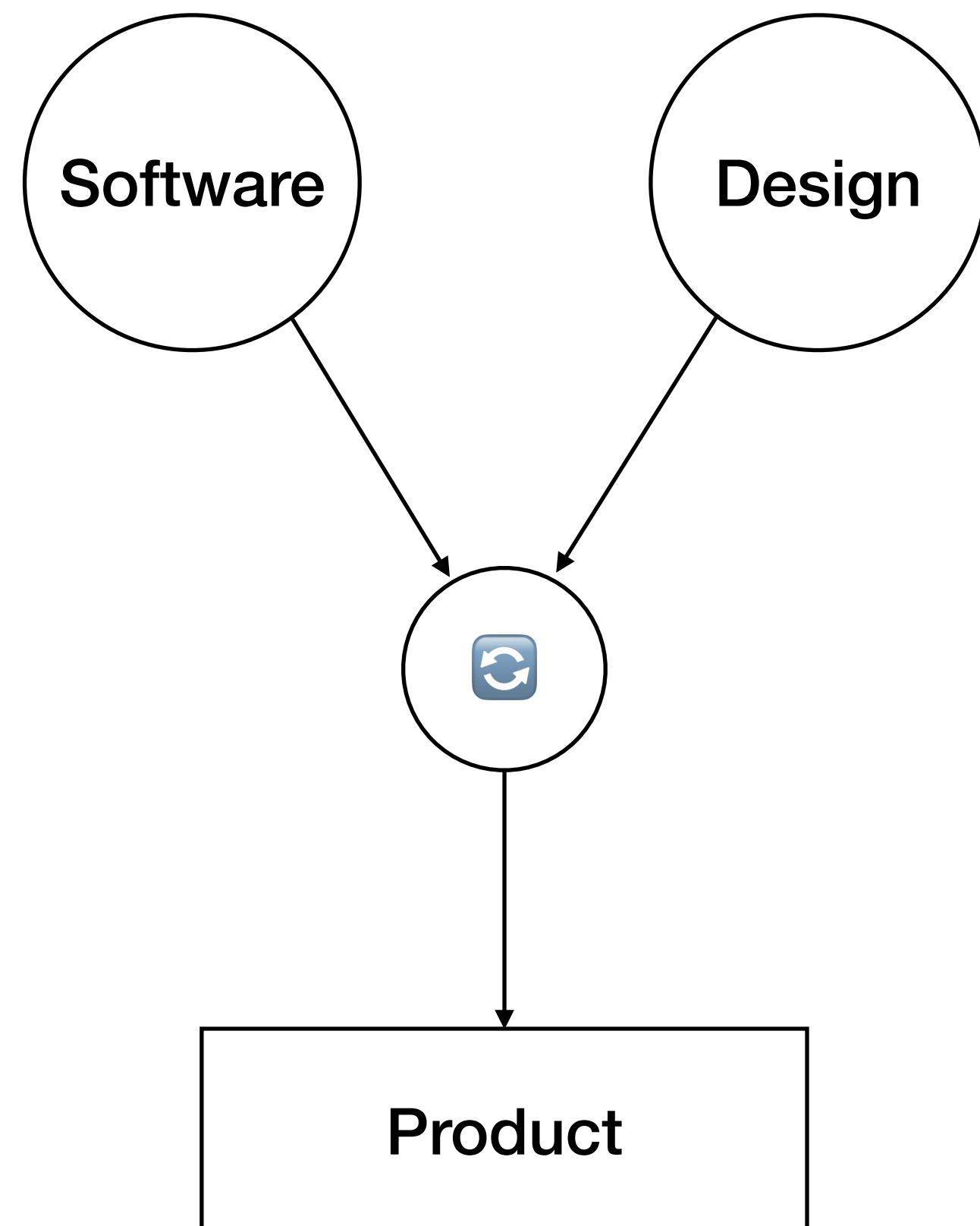
[Open this example in a new tab](#)

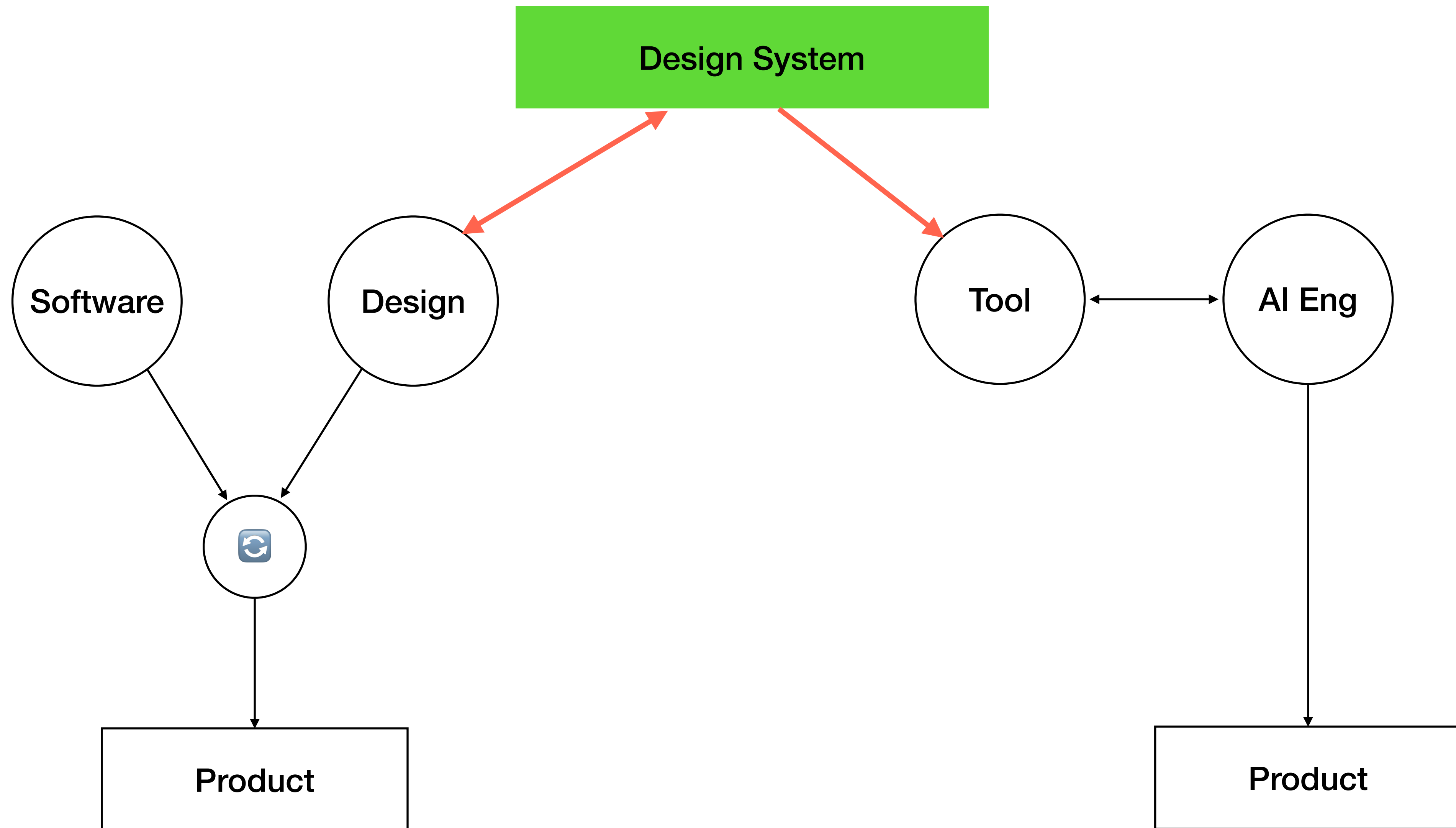
When was your passport issued?

For example, 27 3 2007

The date your passport was issued must be in the past

Day	Month	Year
6	3	2076





Against hybridisation

- Diversity
- Translation
- Ecosystem

L plates

Violent legibility

“Context”

TikTok
@aldentediva



FOOLPROOF
OMELETTE
TRICK

“Context”

Sense-making

Please do less

Desire & desirability

Questions?