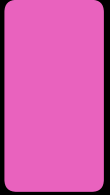




**Surviving AI Disruption:  
When AI leads, does Agile follow?**

# Eylul Cesmeci (Ph.D.)



## Academic Background

Ph.D. in Political Economy

Assistant Professor in  
Political Science

## Agile Coach & Consultant

Agile Consultant  
Agile Coach  
Enterprise Coach

## Vina & Co

Istanbul (TR) - Munich (DE)

Trainings:  
Change Management  
AI for Business Leaders  
Leadership & Management  
Agile Methodologies

Consulting:  
Transformation Journeys

Team and Leadership  
Coaching

## AI Transformational Leader

United States Artificial  
Intelligence Institute

# Agility: Z- Report



**The downfall of  
Agile frameworks**



**Agile is no more a  
hot topic.  
For some it is  
already there**



**Talking in numbers  
in current economic  
climate.**



**Agile  
Methodologies  
should align with  
business needs  
which is not the  
case all the time**

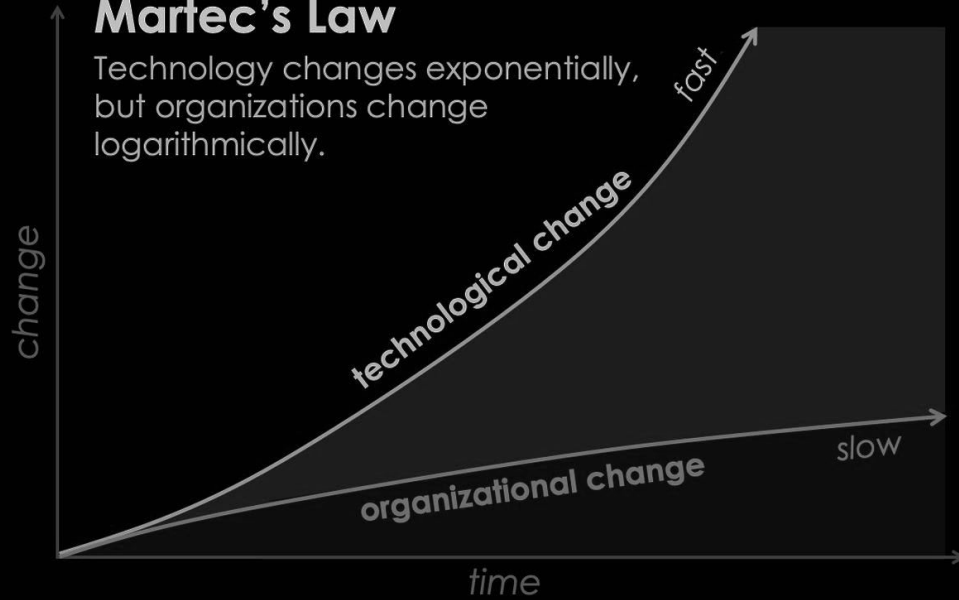
## **Checking Agility Pulse**

**Ability to integrate with the unique needs of each organization. Process of constant adaptation is what Agile fundamentally about.**

# Exponential vs Logarithmic Change

## Martec's Law

Technology changes exponentially, but organizations change logarithmically.

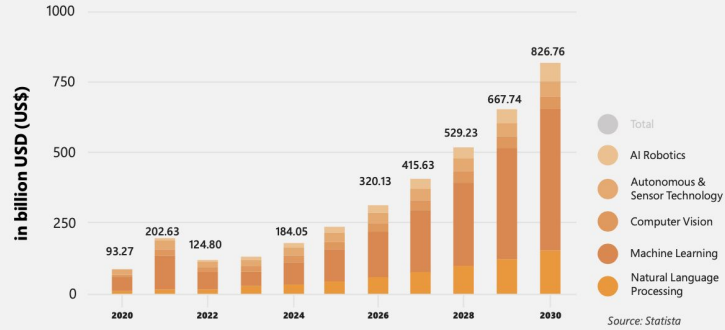




# Hypothesis

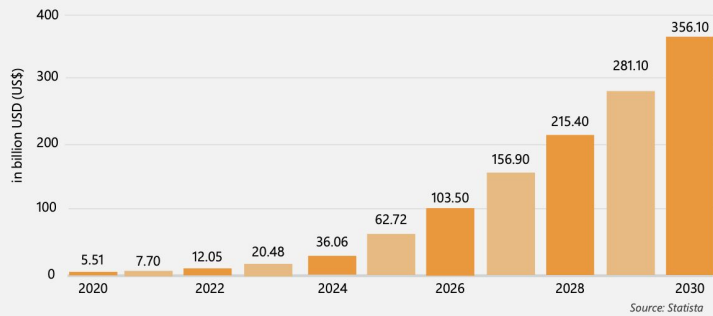
■ **Organizations with an agile mindset are better prepared to handle the radical disruptions brought by AI transformation, which significantly increases awareness of the need for Agility.**

## BOOMING GLOBAL AI MARKET 2025-26



Statista expects that the year 2026 is stipulated to expect a rising whopper of a global market share that sits at **USD 320.13 billion**; while highlighting the share of AI Robotics, autonomous and sensor technology, computer vision, machine learning, and natural language processing domains.

## BOOMING MARKET SIZE GENERATIVE ARTIFICIAL INTELLIGENCE 2025-26

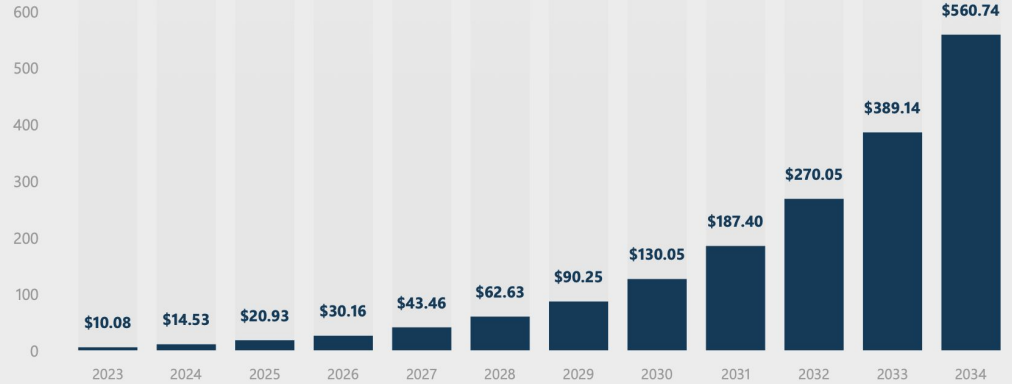


The above-cited graph by Statista highlights the massive progression in the global market size for Generative AI technology; as the world grows toward astounding industry progressions.

Why now?



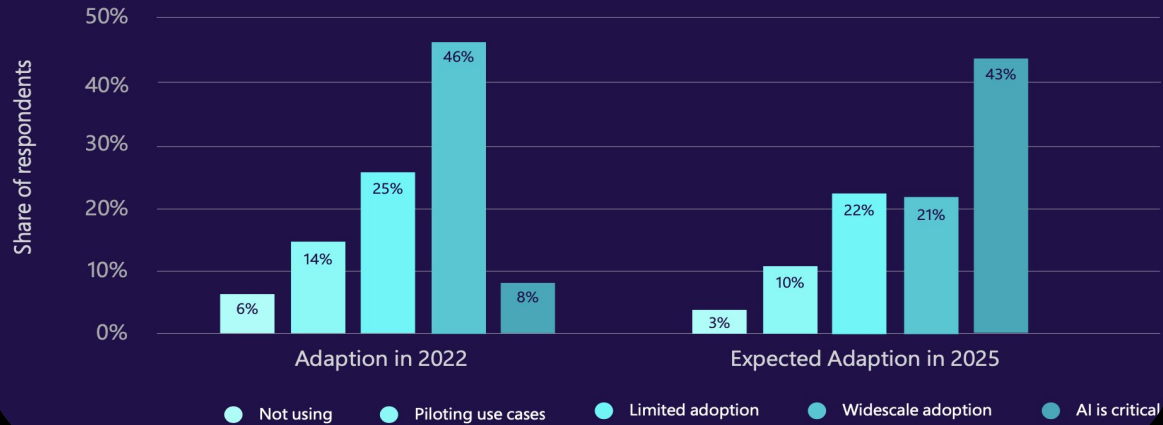
## Enterprise Artificial Intelligence (AI) Market Size 2023 to 2034 (USD Billion)



Source: Precedenceresearch

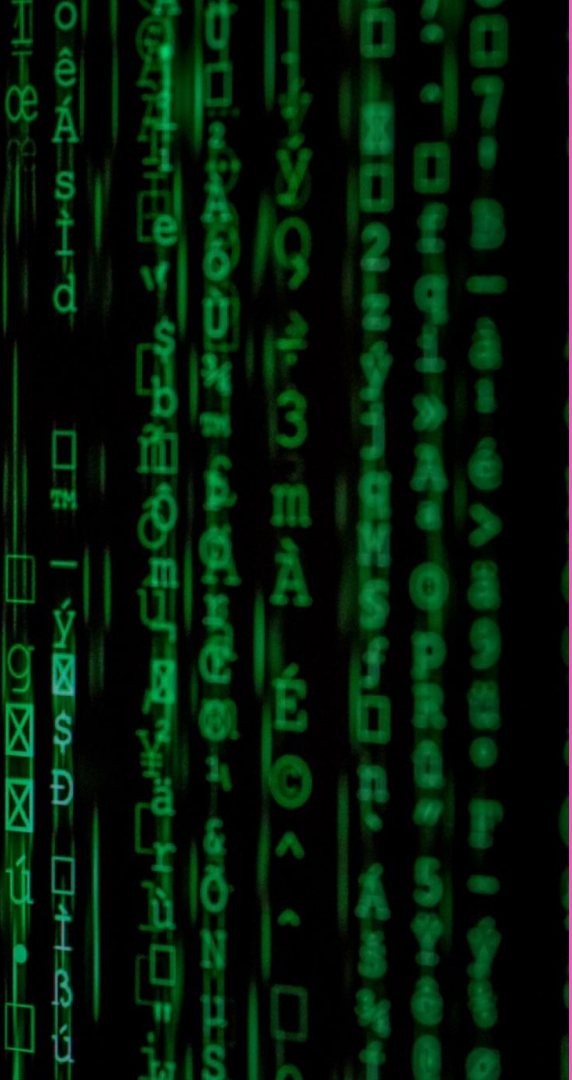


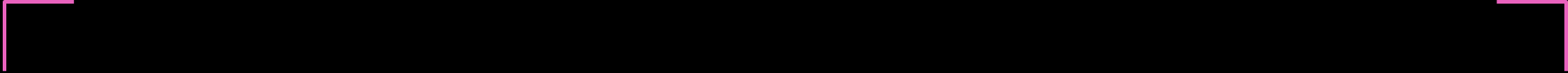
## Artificial Intelligence (AI) adoption rate in financial businesses worldwide in 2022 and 2025



Source: Statista







**Hesitating the fear of taking over can deprive  
you of some opportunity.**

**You have to go for it.**



Going for what?



**Generative AI is “generative” because it creates on its own, and it’s also generative for us by enabling us to produce more.**

## **Generative Synesthesia**

“The harmonious blending of human senses and AI mechanics to discover new creative workflows”



Machine Hallucinations

by Refik Anadol

# AI: Disruption or Opportunity?

## AI will:

Create new categories of products, business models and markets

38%

47%

Transform the workforce; good for business and employees

35%

46%

Disrupt my industry and change the nature of competition

33%

45%

Put my business at a severe competitive disadvantage if I don't implement

32%

44%

Too early to invest

31%

42%

Strongly Agree

Agree

Source: Accenture



# AI: Disruption or Opportunity?



## Serendipity

When you don't have a clear objective and the disruption is unintended



## Destructive

Significant change that fundamentally alters an industry or market, leading to the decline of established businesses while creating new opportunities for innovation and growth



## Self-Disruption

Intentionally disrupting itself before another party disrupts them



## Offensive&Defensive

Offensive: when a company proactively reinvents itself or creates innovative solutions to address a business problem or seize new opportunities.  
Defensive: when a company faces competition from other organizations and must take steps to defend its market position

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# Proper AI Strategy

Four white L-shaped corner markers are positioned at the corners of the page: top-left, top-right, bottom-left, and bottom-right.



# AI Strategy

It focuses on AI implementation goals while business strategy focuses on the execution of corporate goals.

Build / Buy / Partner

Feasibility

Organizational Fit

Data

Strategic Impact

Capabilities

Operating Model



# Best Method: Maximize the value and reduce time, effort and resources

1

## Short Time to Market

Go to the market quickly by integrating what already exists. Take advantage of the innovation wave and the investment of others.

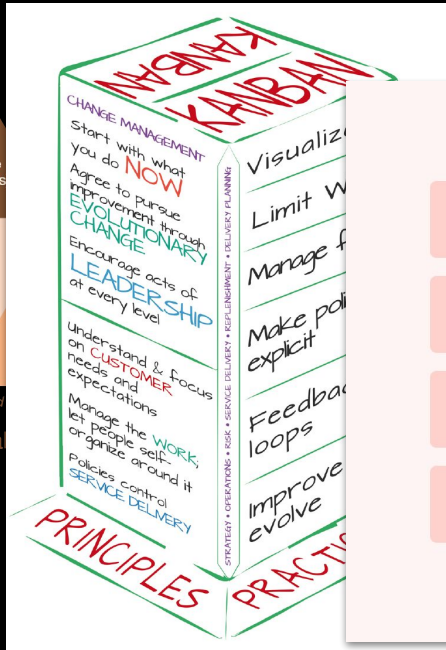
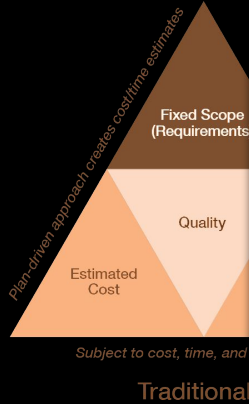
2

## Long Term Value

Invest in internal capabilities to create long-term value and differentiation by building something that will support the upcoming business.

# Best Method: Maximize the value and reduce time, effort and resources

## Iron Triangle Paradigm Shift



## 7 Wastes of Lean



Individual and interactions	over	Process and tools
Customer collaboration	over	Contract negotiation
Working software	over	Comprehensive documentation
Responding to change	over	Following a plan

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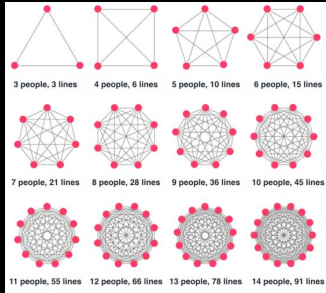
# **AI Teams & Data-First Mindset**

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# Building AI Teams

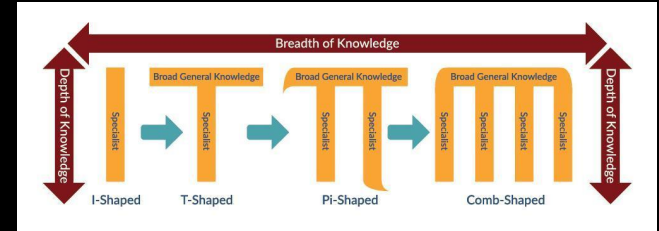
1

## Small in Numbers



2

## Cross Functional



3

## Self-Organized



# Data First Mindset

- Data > HIPPO

- No Orphaned Analytics

Orphaned analytics are one-off analytics developed to address a specific business need but never “operationalized” or packaged for reuse across the organization.

*“If you buy a Tesla today, I believe you’re buying an appreciating asset, not a depreciating asset.”*

– Elon Musk

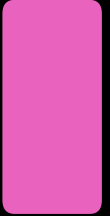


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# AI Leadership



# CEO: Main Sponsor



## Microsoft CEO Satya Nadella

*"...at the intersection of our ambitions. You want to democratize AI just like you brought information to your fingertips."*

## Google CEO Sundar Pichai

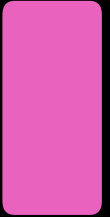
*"We will shift from mobile priority to the first world of AI."*

## Amazon CEO Jeff Bezos

*"We are now solving the problems of machine learning and AI in the realm of science fiction over the past few decades."*



# Key Stakeholders of Initiatives



## CTO

*As technology products increasingly rely on machine learning methods to improve performance, companies that primarily produce software will need their CTOs to prioritize investments in AI.*

## CIO

*CIO is responsible for the organization's IT and operations to simplify and support business processes for internal users. Because of the need to develop and integrate infrastructure to support AI, CIOs may play a vital role in implementing AI in organizations.*

## CDO

*As data touches all aspects of enterprises, CDO are increasingly becoming common, but their mandate is more often the security, regulation, and governance of enterprise data.*

# Key Stakeholders of Initiatives



**C”AI”O?**

## **CTO**

*To govern and champion the role of AI in enterprises.*

*As tech  
increasing  
machine  
to impro  
companies  
produce s  
their CT  
investmen*

*CAIO not only master AI and data infrastructure technologies, but also must be able to collaborate with different departments and roles effectively, understand their priorities when formulating business problem solutions, and have enough charm to win support for new initiatives, and have enough industry influence to attract highly sought-after talent to join their team.*

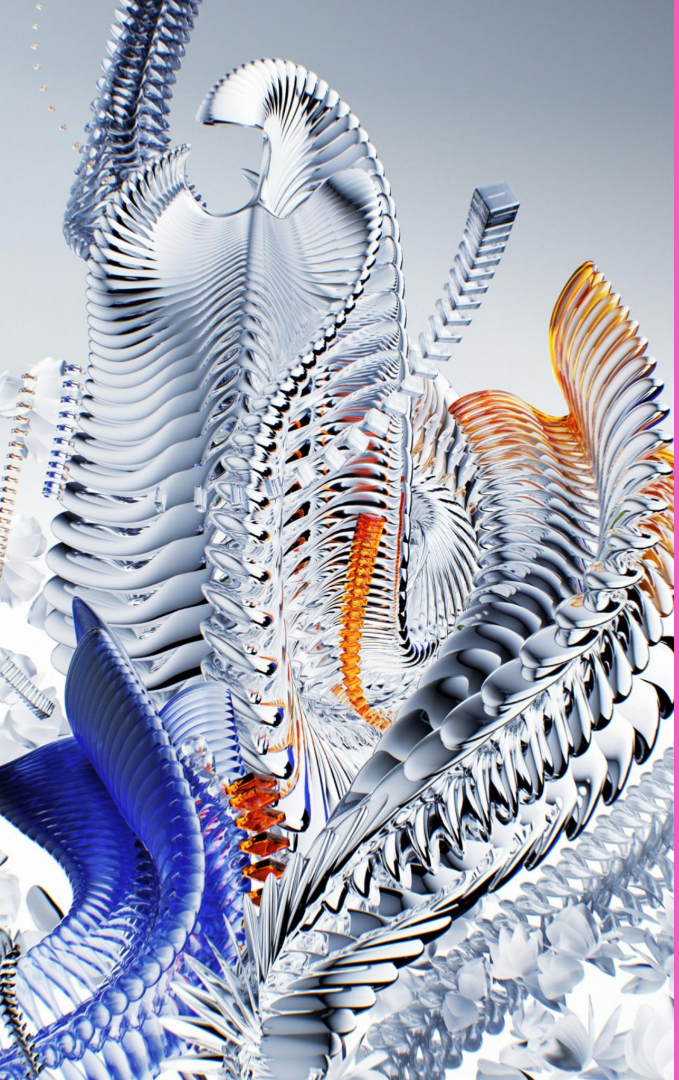
# Pioneers vs Laggards

AI is not just a tool or technology

Experiment and learn

Convert obstacles into opportunities with a continuous iterative approach- AGILE





## Leaders vs Managers

**“It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.”**  
**– Steve Jobs.**



# Leaders vs Managers

Can a Robot be a Leader?



# Leaders vs Managers

Can a Robot be a Leader?

For now, no!



# Leaders vs Managers

Can a Robot be a Leader?

For now, no!

But it can be a good manager!

# Business Leaders in the era of AI Disruption



■ Put people first

■ Establish transparency in all aspects of business

■ Do not delay

■ Cultivate a culture of lifelong learning

■ Think beyond process automation



# AI Maturity Levels

0

## No Awareness

There's simply no discussions of AI or AI-related solutions at work, and workers are not aware of what exactly AI means and how it works.

1

## Awareness

Conversations about AI are happening, but not in a strategic way, and no pilot projects or experiments are taking place.

2

## Active

AI is appearing in proofs of concept and possibly pilot projects. Meetings about AI focus on knowledge sharing and the beginnings of standardization.

3

## Operational

At least one AI project has moved to production, and best practices, experts, and technology are accessible to the enterprise. AI has an executive sponsor and a dedicated budget.

4

## Systemic

Every new digital project at least consider using AI, and new products and services have embedded AI. AI-powered applications interact productively within the organization and across the business ecosystem.

5

## Transformational

AI is a part of business DNA, it goes into every business process and it is a natural framework to work with.

# AI Maturity Assessment

## 1 Team

- Is there a dedicated AI team working on machine learning and NLP algorithms: data scientists or machine learning engineers?
- Is there a team of data analysts who analyses, cleans, and processes data?
- Do some of the tasks at your department are tedious and repetitive? What's the biggest obstacle in automating them via AI?
- Is there a person responsible for managing the AI team?

## 2 Data

- How is data stored currently? Do you store it in-house or using external services/ cloud?
- What kind of data is currently stored?
- Do you clean and process data in any way upon reception?

## 3 Tools

- Do you use existing tools for data analysis? What kind of tools are you using? How much automation is in the solutions you're using?
- Do you use any Machine Learning platforms to extract insights from your data? Which data do you submit to it?
- Do you use algorithms built in-house by your data science team to analyse your data?

## 4 Vision and Values

- Do you think about applying AI to each new project?
- Do you continuously try to improve existing processes by using machine learning algorithms and available AI systems?
- Are there communication channels between the AI team and other teams so that AI can be easily implemented whenever needed?

# Indicators of Failure

- Lack of leadership sponsor
- Lack of context / data
- Lack of cultural transformation
- Lack of communication plan
- Lack of business results





**“How do we become agile enough to make  
AI work for us?”**

# Thank you

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