

SCALING AI-INTEGRATED HIGH-PERFORMANCE TEAMS



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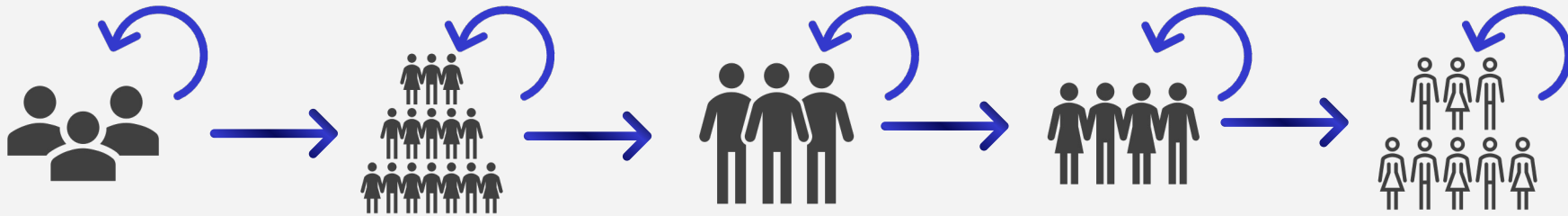
Deliver late, you lose funding.

Deliver poorly, you lose customers.

Deliver without vision, you lose your team.

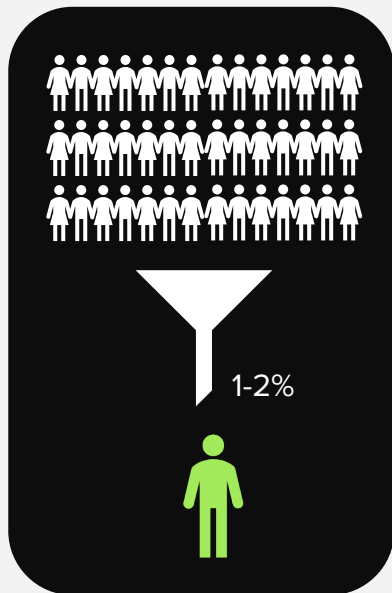
FOUNDATIONS

OF A HIGH-PERFORMANCE TEAM



FOUNDATIONS

OF A HIGH-PERFORMANCE TEAM



- x Worked on the wrong things.
- x Over-engineered the solution.
- x Missed commitments.
- x Didn't validate assumptions.
- x Didn't raise risks early.
- x Avoided difficult conversations.

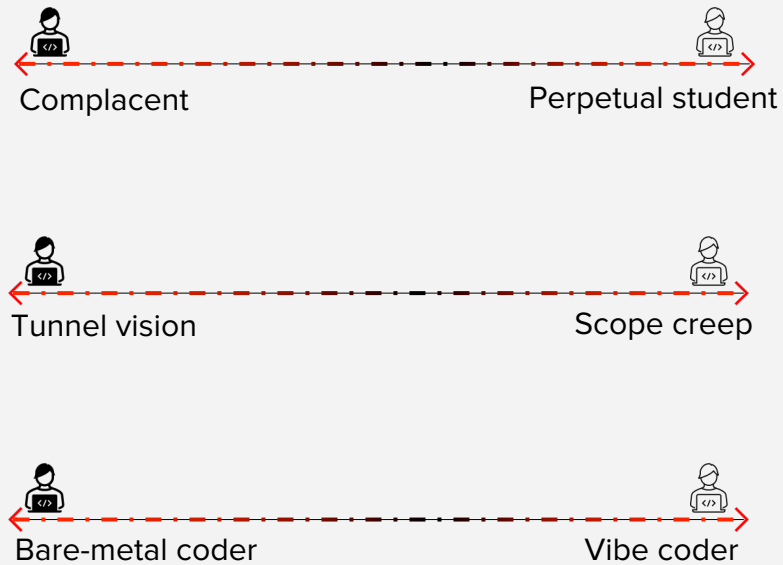
FOUNDATIONS

OF A HIGH-PERFORMANCE TEAM



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FOUNDATIONS

OF A HIGH-PERFORMANCE TEAM



OWNERSHIP MENTALITY

TAKING RESPONSIBILITY OF OUTCOMES, NOT TASKS

“

If I were the owner, paying for this work –

would I do it this way?

What would I prioritise?

What would I track to call it a success?”

THE **HUMAN ASPECT** OF TEAMS

HUMAN ASPECT OF TEAMS

PSYCHOLOGICAL SAFETY & ACCOUNTABILITY



Most Important



“PSYCHOLOGICAL
OWNERSHIP”

Amy Edmonson

HUMAN ASPECT OF TEAMS

BUILDING PSYCHOLOGICAL SAFETY & ACCOUNTABILITY

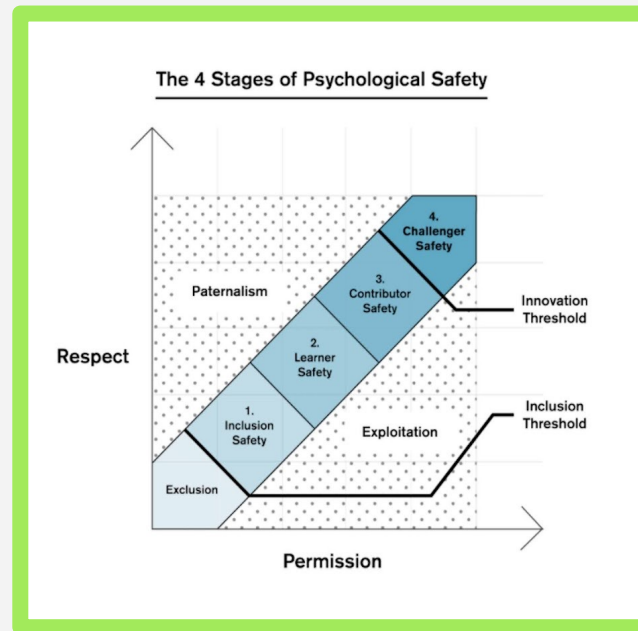
- ✓ As the lead, acknowledge your own fallibility. Leads should model vulnerability first.
- ✓ Frame every setback as a learning opportunity.
- ✓ Ask open questions and start with the most junior person in the room.
- ✓ Thank people for their candour, particularly when feedback is tough.
- ✓ Use blameless post-mortems by analysing the process, not the people.
- ✓ After reflection, define clear owners for improvement.
- ✓ In meetings, break the ice with a question first. Make it clear it is okay not to know.

HUMAN ASPECT OF TEAMS

PSYCHOLOGICAL SAFETY & ACCOUNTABILITY



Ongoing Effort



Timothy R. Clark



Standard Surveys

HUMAN ASPECT OF TEAMS

CLARITY & AUTONOMY

Clarity without autonomy breeds micromanagement.
Autonomy without clarity leads to confusion.¹

¹<https://www.dx-learning.com/blog/accountability-in-leadership-isnt-a-burden-its-the-byproduct-of-clarity-and-autonomy>

HUMAN ASPECT OF TEAMS

BUILDING CLARITY & AUTONOMY

- ✓ Specify the **why**, and the expected impact.
- ✓ What does success look like?
- ✓ Define roles and responsibilities (RACI or MOCHA).
- ✓ Use goal setting frameworks, like OKRs (Objectives and Key Results) and KPIs.
- ✓ Root out ambiguity as much as possible, by confirming understanding.
- ✓ Push autonomy downwards, so that people with the most information, can take informed decisions, and make clear where the boundaries for decisions are.

Autonomy is **ownership distributed**.

Hiring, Retention & Knowledge Transfer



Hiring for Fit,
Not Just Skills



Retention
through Growth



Knowledge
Transfer

TALENT

HIRING FOR FIT

We never lower the bar, even under pressure.



TALENT

RETENTION

Our RPG Framework.



Structures that Enable Performance



Team
Composition
Matters



Leadership as an
Enabler



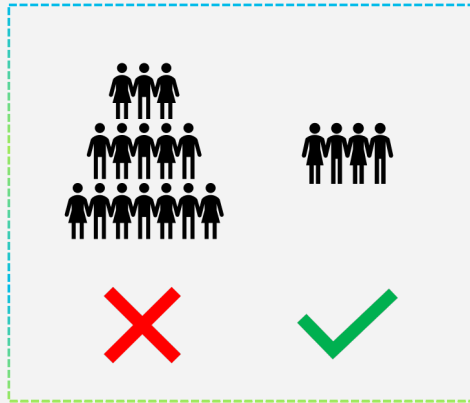
Governance
without
Bureaucracy



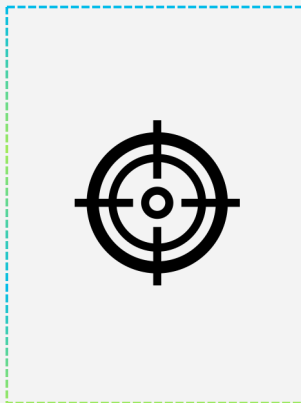
Exit & Continuity
Planning

STRUCTURES

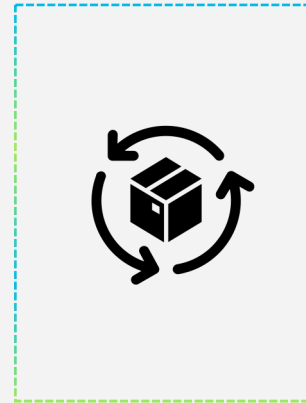
Team Composition Matters



Small Teams



Autonomous &
Focused Goal



Cross-
Functional



Supplement



Alignment

STRUCTURES

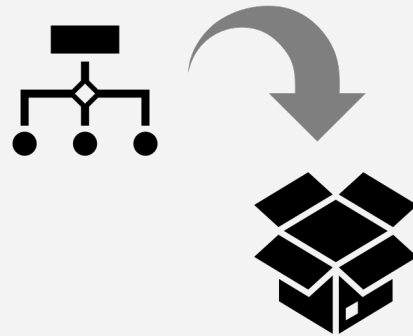
Team Composition Matters

	Start-up Strike Teams	Scale-Up Growth Teams	Enterprise Teams
Company Size	2-5 people	10-20 people	30+ people
Strength	Extreme speed, clarity of purpose, direct connection to customers	Balancing speed with architecture, product-market fit, and customer grow	Continuity, governance, compliance, knowledge transfer
Weakness	Fragile. If 1 person leaves, performance dips	Alignment starts to drift, leadership gaps appear, tech debt can grow	Risk of bureaucracy, losing ownership if incentives misaligned

STRUCTURES

Conway's Law

You Ship Your Org Chart



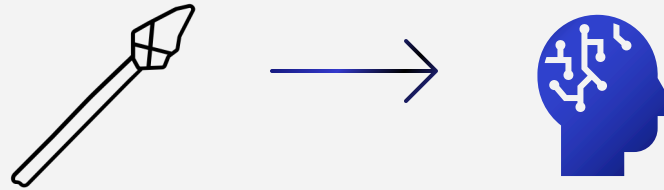
20x siloed, overlapping,
redundant services



AI Aspect of Teams

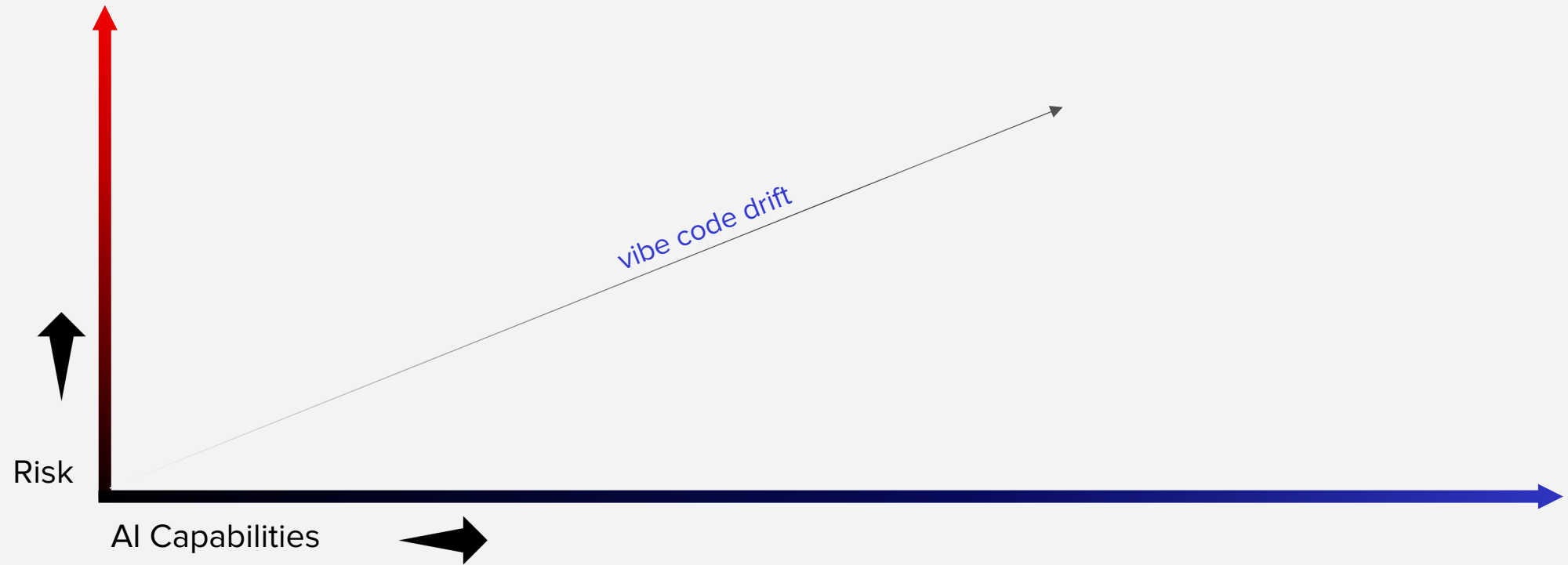
AI IN TEAMS

Tool to Peer?



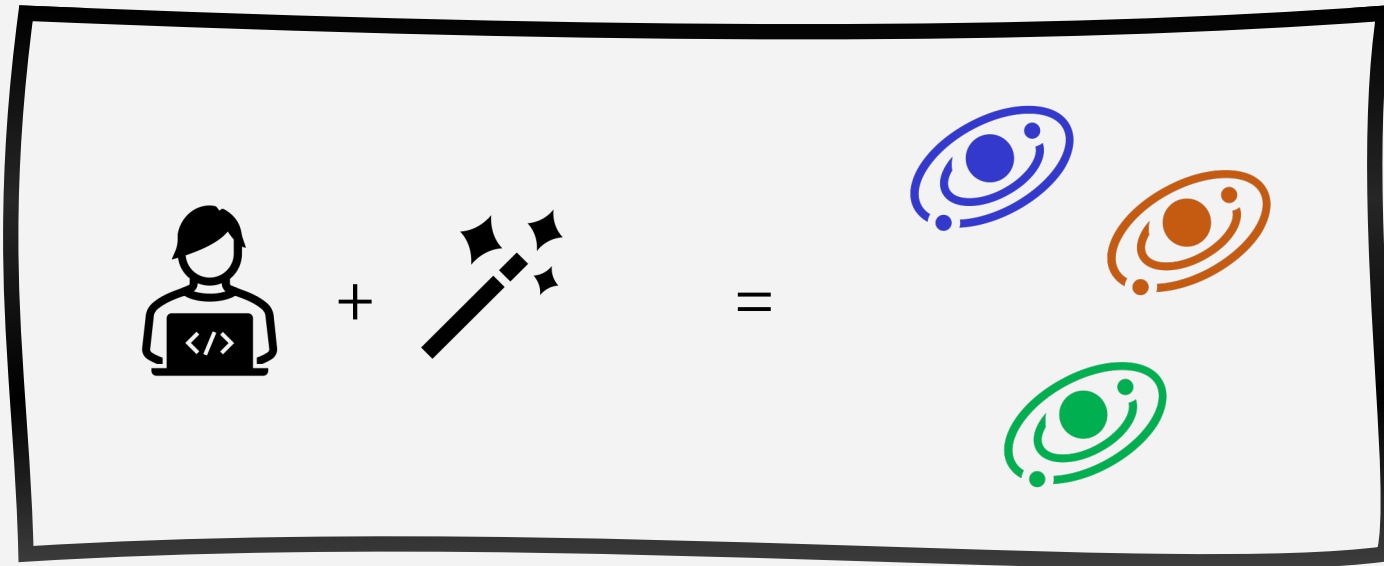
AI IN TEAMS

Risk with AI Improvement



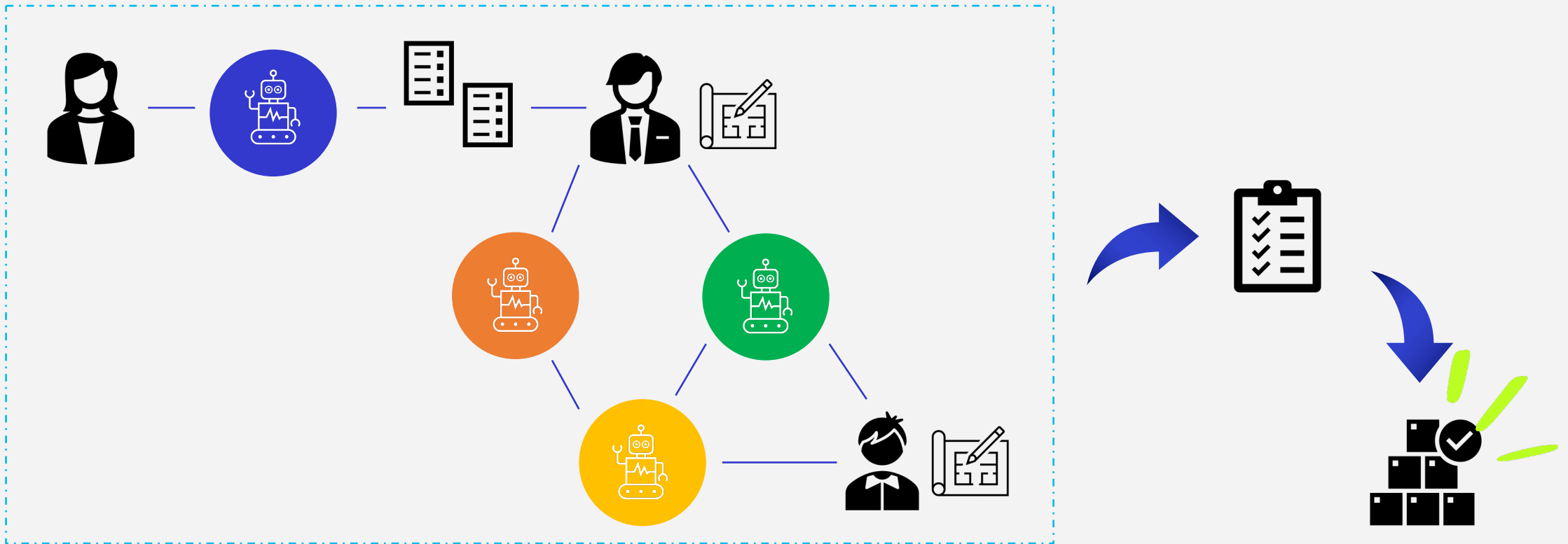
AI IN TEAMS

Siloed Developer



AI IN TEAMS

The Future of AI-First Teams





AI in Development **Today**

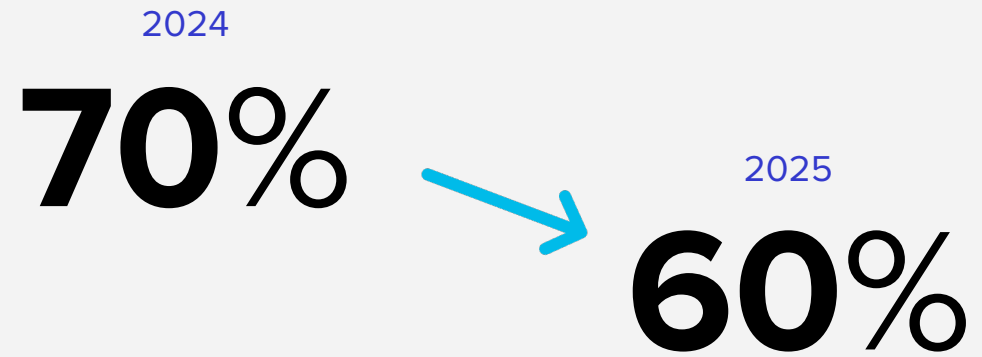
Most developers are using AI in their day-to-day.

Advice on using AI is fragmented and often contradictory.

Most leaders don't know whether their teams are using AI effectively.

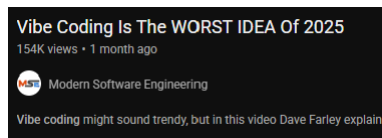
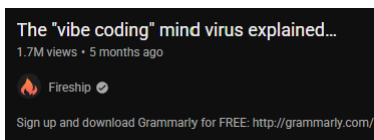
84%

of developers are using
(or intend) AI tools in
2025



of developers have a
favourable stance
towards AI tools

“Vibe coding is bad”



Don't be a Vibe Coder

Problems with Vibe Coding



Mehul Gupta

Follow

4 min read · Mar 19, 2025

AUGUST 7, 2025

A new worst coder has entered the chat: vibe coding without code knowledge

Why 'Vibe Coding' Makes Me Want to Throw Up?

Reddit · r/programming · 350+ comments · 6 months ago

“You must vibe code & ship”

Vibe Coding: How I Built and Shipped an App Without Writing Code Using AI

The Rise of Vibe Coding: How AI is Changing Development



Deedy
@deedydas

Subscribe



...

I see way more high agency product managers and non technical people build and ship software with Cursor / Windsurf / Cline. They are able to build out a startup MVP.

If you're not using these tools as an engineer, I fear that you're not going to be as effective as those who are.

4:30 PM · Feb 28, 2025 · 50.5K Views

The Research on AI in Development

55%

The Impact of AI on
Developer Productivity:
Evidence from GitHub
Copilot

Measuring the Impact of
Early-2025 AI on
Experienced Open-Source
Developer Productivity

Predicting Expert Evaluations
In Software Code Reviews

~15%

AI IN DEV TODAY

Productivity Drains

Misuse

1. Using AI for the wrong tasks

Reliability

2. Low accuracy
3. Endless loops
4. Extra review needed

Scale

5. Large-repo context limits

Workflow

6. Costly context switching

AI IN DEV TODAY

Risks to Software



Getting things wrong



Missing nuance



Limited context

Accuracy & Reliability



IP or data exposure



Unlicensed code

Security & Compliance



Unwanted edits



Skill erosion



Measuring

Use & Impact

AI IN DEV TODAY

Junior Developers Pipeline

Translate this legacy code into English – no one has time for this.

Vertically centre this div for me and change the colour to yellow.

How do I recover 2.5 million rows from production database?

AI IN DEV TODAY

Non-Negotiable Guardrails

Security & Compliance



Trusted Tooling Only



Least Privileges on AI
tools



Data Privacy &
Confidentiality



Licence & Attribution
Checks

Quality & Reliability



Human Review Gate



AI to Supplement
Tests



Strong CI Pipelines



Small, Reviewable
Generations



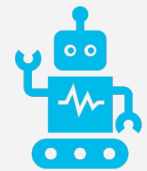
No Magic By
Default**

AI IN DEV TODAY

What about **Vibe Coding?

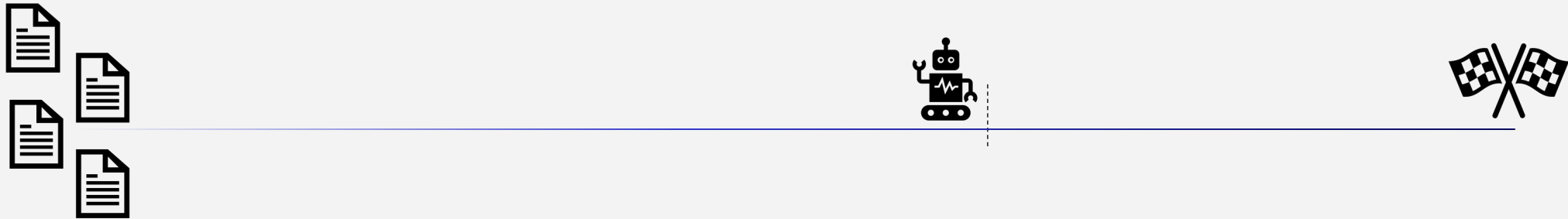
1.
Process

2.
Specific Scenarios



AI IN DEV TODAY

1. Agentic Workflow Process



AI IN DEV TODAY

2. Vibe Coding Features

	Yes (Vibe Code It!)
Sensitive Areas	Not touching auth, payments, compliance or sensitive data
Risk Level	Low risk as failure has minimal organisational impact
Requirements Flexibility	Flexible or “close enough” acceptable
Dependency Importance	Non-core / not foundational
Explainability	Black-box acceptable if it works as intended

AI IN DEV TODAY

Ensuring AI Adoption



AI Workshops



AI Champions

AI IN DEV TODAY

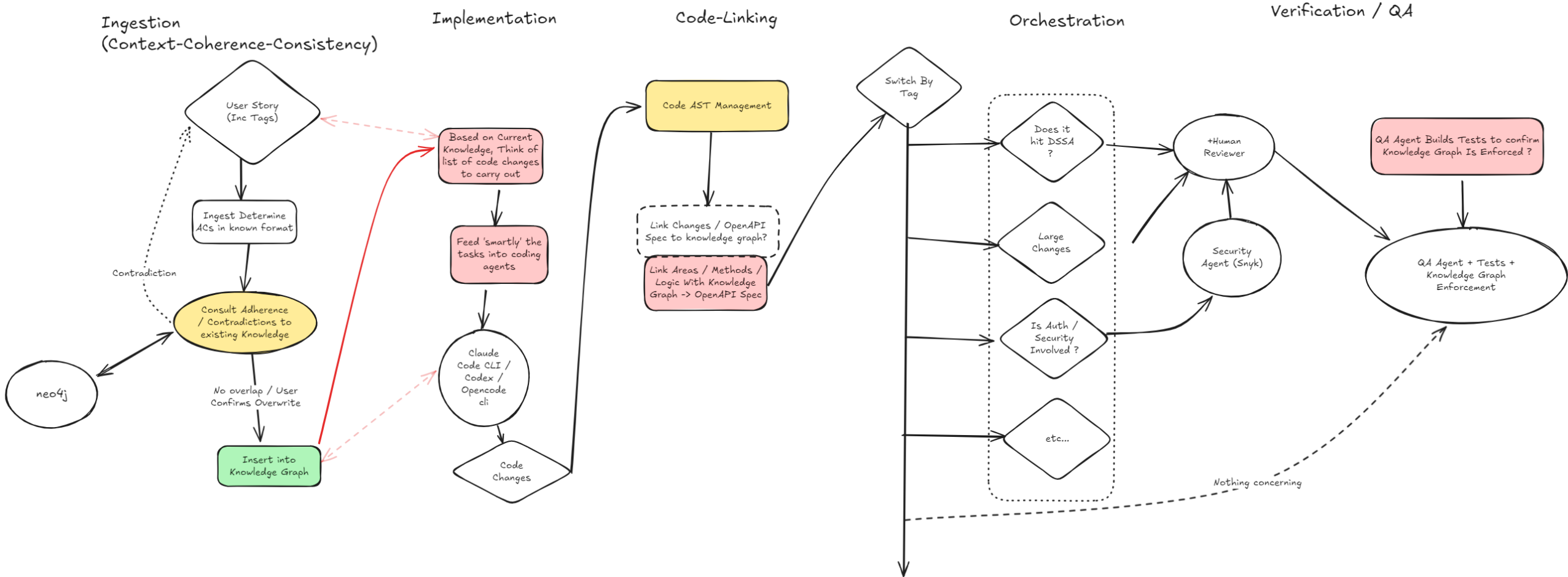
Always Have a Goal

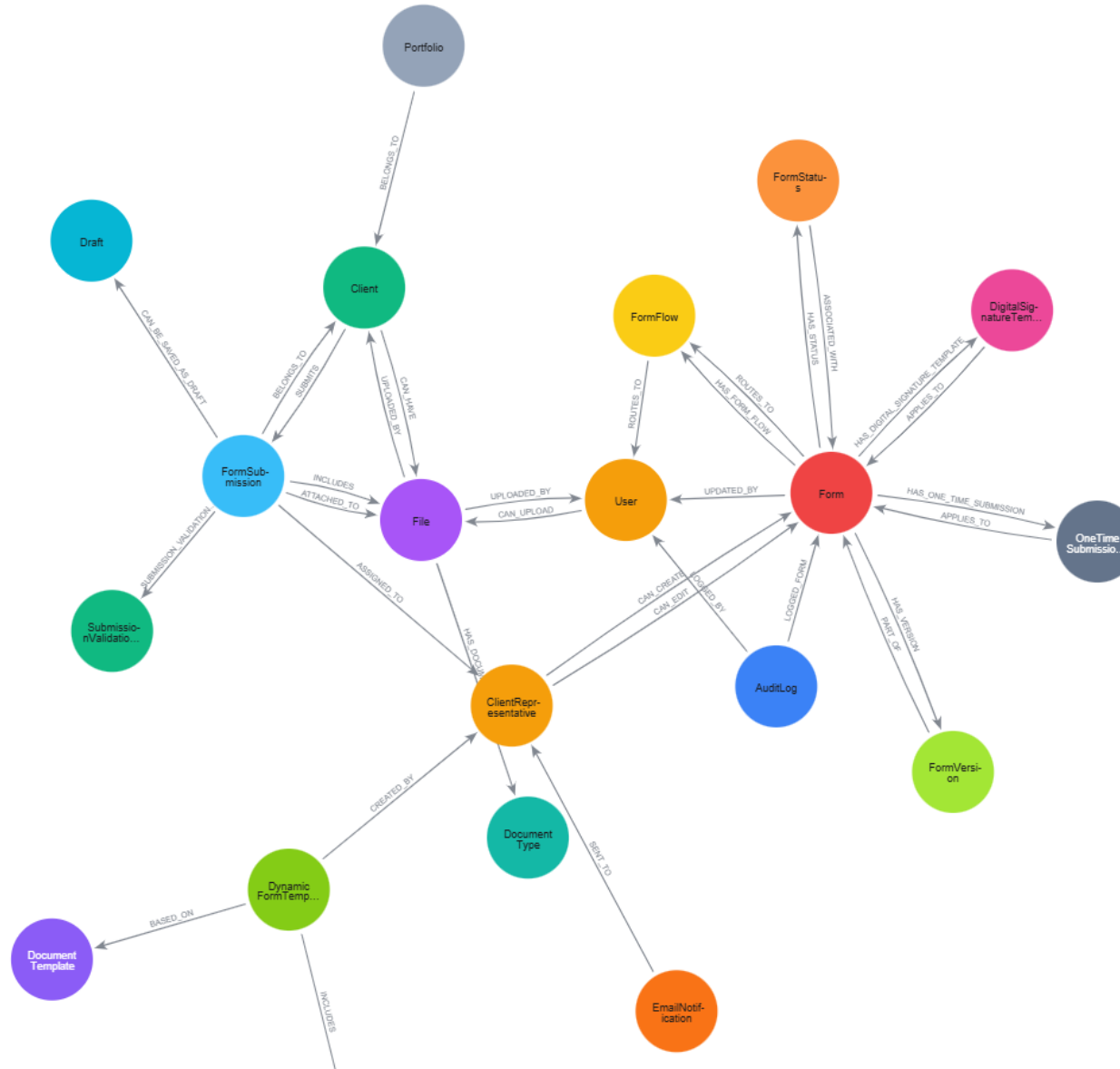


Our goal is to continuously push beyond today's AI guidelines by experimenting in real projects. The rules we have now keep adoption safe, but our day-to-day work is about exploring new techniques and use cases that challenge those limits. By doing this, we aim to make the current guardrails obsolete, expand how AI supports our processes, and deliver enterprise software more efficiently, without compromise, and improving the quality we stand for.



Our Current **Focus**





Measuring Performance



Outcome over
Activity



Leading vs
Lagging
Metrics



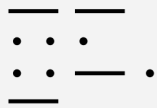
Caring About
the Long Term



Uplift vs Noise

Measuring Performance

What to Measure



Lines of code



Downstream

Measuring Performance

What to Measure

Impact



Speed

Measuring Performance

What to Measure

DORA

Throughput

- Lead Time for Change
- Deployment Frequency
- Failed Deployment Recovery Time

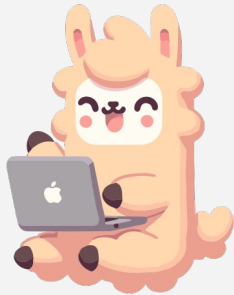
Instability

- Change Fail Rate
- Rework Rate

NEW

Measuring Performance

What to Measure



**Human
Eval.org**
AI Performance,
Human Evaluation



Benchmark

**“ Things alter for the worse spontaneously, if they be not
altered for the better designedly.”**

Francis Bacon

WHO WE ARE



High-Performance
Teams



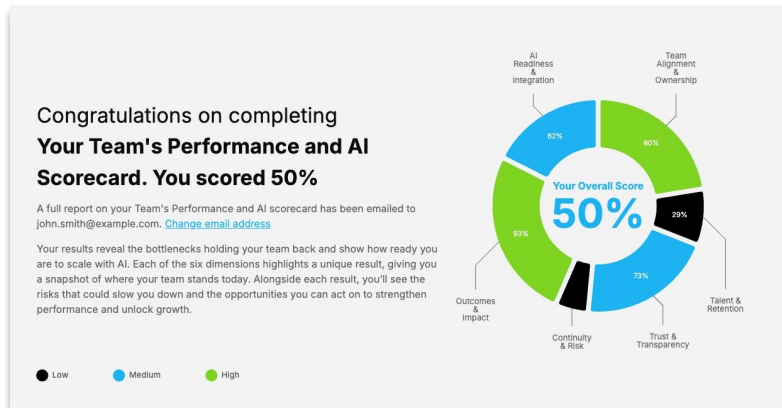
Leveraging AI



SPV Model

Your Performance Toolkit

1



<https://cleverbit.scoreapp.com>



2



Q&A

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SCALING AI-INTEGRATED HIGH-PERFORMANCE TEAMS



Thank you