ACCELERATE **CHICAGO**

Craft software with confidence in 2026

The Stack You Can’t Refactor

Human infrastructure for the AI era

Jenny

Strat & Exec.

Prod & Prog Mgmt

Focus: Deep in the work with the teams

Every sized org from start-up to large enterprise



Tanarra

Founder

Grew up in X-Fn Design

Focus: Business and Culture Strategy, Leadership teams

Worked in most industries

Human Systems are inherited too.

And less understood than our technology.

Culture is a Key differentiator in this moment.

So, what IS culture?

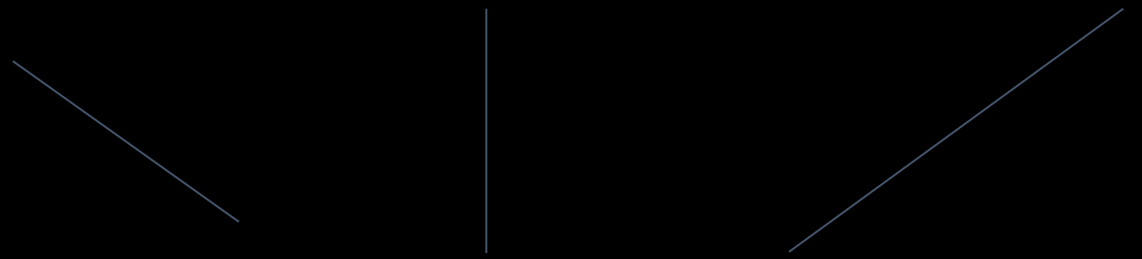
Culture is Infrastructure.

It's the system underneath everything — the one that's always running, always shaping how people experience work together, whether you designed it or not.

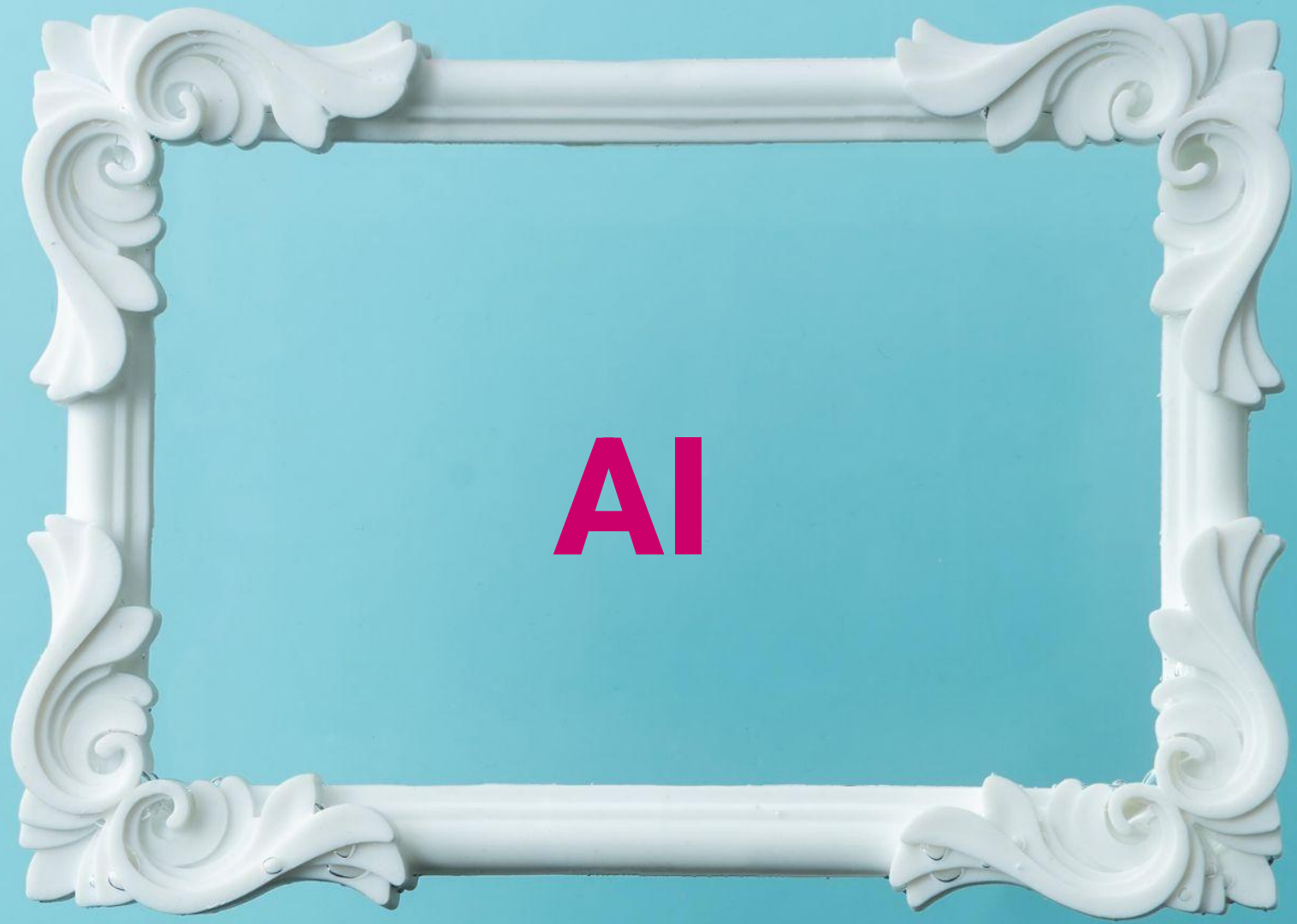


4 actions on repeat.

Permit **Promote** **Protect**



PRACTIC
E


AI

What happens when you give a struggling organization more leverage?

3 Common Failure Patterns

1. Systemic Fragility
2. Alignment & Coordination Breakdown
3. Conflict Avoidance


HERO WORSHIP
SYSTEMIC
FRAGILITY
REBEL75

The problem starts when organizations stop building resilient systems because dependable people keep compensating for the absence of them.

Capacity Collapse + AI =

Increased fragility, diminished context, destabilization

WAIT, WHO, WHAT...

ALIGNMENT & COORDINATION BREAKDOWN



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Silence gets mistaken for buy-in and meetings are mistaken for decisions.

Alignment & Coordination Breakdown + AI =

Increased ambiguity, operational drag, deeper relationship disconnection


REBEL75
SHINE BUT NOT SUBSTANCE
CONFLICT AVOIDANCE

Accountability is too often treated as a ‘gotcha.’ It isn’t about blame. It’s about mitigating future risk and leveraging our ability repair before the damage is too far gone.

Conflict Avoidance + AI =

A tool as a scapegoat, oversold solutions, dysfunction that has seeped into the work (and business results)

Systemic Fragility

permit a single person to become the knowledge system

promote their exhaustion as commitment

protect the dependency because removing it feels too risky

practice it until it's load-bearing, and everyone is too dependent to touch it

Alignment & Coordination Breakdown

permit meetings to end without real decisions

promote documented alignment that was never actually reached

protect *t*he ambiguity because forcing clarity creates conflict

practice going with the flow until no one expects clarity at all

Conflict Avoidance

permit permit hard conversations to migrate offline — if you have them at all

promote the people who manage appearances and are a ‘culture fit’

protect peace at all costs and those who keep it

practice looking the other way long enough until it becomes someone else’s problem to deal with

So how do you fix it from the seat you're in now, even if you're not the CEO?

4 TINY REBELLIONS

1 Name the hidden work.

Invisible coordination is still infrastructure. When someone is holding the system together through memory, translation, or relationship labor — name it. Make it visible. Make the note taker capture it.

2 Name the risks. Out loud.

When someone surfaces a problem before it becomes a crisis, treat that as leadership — not as obstruction. Say it so that AI note taker can hear you loud and clear.

3 Stop assuming alignment.

You want alignment and clarity — and ultimately commitment. Confirm it. Ask questions before you close the room. Like: *What are we doing? Who owns this? What comes next?* Again, your note taker will capture it.

4 Keep it in the room.

When something breaks, bring the real conversation back in the room and have it together. Separate the outcome from the person. Name what's happening — not who did what. And let those accountable handle it from there.

As AI becomes more integrated, reasoning, empathy, perspective, judgment, even ethics become critical skills.

Those are innately HUMAN capabilities. And they require a healthy environment to flourish.

Thriving will depend on whether your *relationship infrastructure* is DESIGNED to meet this moment and withstand the storm.

REBEL75

join the rebellion

because work needs rebels

rebel75.com

4 Ways to Repair Visibility and Trust

Name the Hidden Work

Awareness: Invisible coordination is still infrastructure.

Action: Name the memory, translation, and relationship work keeping things moving.

Name the Risks

Awareness: Early warnings are signs of engagement, not obstruction.

Action: Recognize people for surfacing risks before they become crises.

Stop Assuming Alignment

Awareness: Silence can mean “all good” OR exhaustion, uncertainty, or fear.

Action: Ask before you close the room: What are we committing to? Who owns what? What comes next?

Keep it the Room

Awareness: The conversation after the meeting is often the signal.

Action: Keep conversations about the work IN the room. Separate the person from the problem. Engage the team to solve together.

Tiny Rebellions™

Small, survivable acts that change how work gets done.