ANDYGROVE.SYSTEMS CONTINUING PROFESSIONAL UPSKILLING BRIEF // PP-10 (NBER w33641)
Open-Access Executive & Engineering Study Guide on Fresh AI Operations Preprints
Full Preprints Library: https://andygrove.systems/preprints
42-Hour CPD Curriculum: https://andygrove.systems/education
Canonical Brief URL: https://andygrove.systems/preprint/pp-10
Primary Source URL: https://www.nber.org/papers/w33641

TITLE: The Cybernetic Teammate: A Field Experiment on Generative AI Reshaping Teamwork and Expertise
AUTHORS: Fabrizio Dell’Acqua, Charles Ayoubi, Raffaella Sadun, Ethan Mollick, Karim R. Lakhani et al. (Mar 2025 * Harvard / Wharton)
PILLAR: HYBRID TEAM ORG DESIGN

---

1. EMPIRICAL & MATHEMATICAL FINDING FOR CONTINUING PROFESSIONAL UPSKILLING:
Pre-registered field experiment with 776 P&G professionals: 1 human + AI matched the performance of 2-person cross-functional human teams while erasing R&D vs. commercial functional silos.

---

2. ACTIONABLE COO & INDUSTRIAL ENGINEERING PRODUCTION RULE:
Redesign bloated cross-functional handoff chains into compact ’1 generalist-specialist + AI’ pods, reserving multi-human review for final sign-off.

---

3. SELF-STUDY & TEAM UPSKILLING INTEGRATION (GOOGLE CLASSROOM & COLAB):
* Interactive Calculators (L0-L3 Wilson TRM & L = lambda*W): https://andygrove.systems/calculators
* Runnable Python Queueing & Routing Colab Lab: https://andygrove.systems/colab.ipynb
* 1-Page Agent Line Audit Specimen: https://andygrove.systems/audit

---

NODE 01 (Part-Time Remote IE/OR/BizOps Pods, $20-45/hr): https://andygrove.systems/#apply
NODE 02 (COO Office Audit Desk): mailto:output@andygrove.systems
Independent platform; not affiliated with Intel Corporation or the Grove family.