

WEBINAR MODULE 3

Redesigning Your Operating Model for the Hamiltonian System

AI-Enabled Work and Sovereign American Capability

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What You Will Leave With

Clarity on what an operating model actually is and why it matters

A frame for redesigning work so AI and automation elevate American roles

Practical principles for capability-building vs. pure cost-out design

An exercise you can apply to one major workflow this week

Why Operating Models Matter

An operating model defines how work is designed, how decisions are made, how performance is measured, and how improvement happens.

It is the everyday system that either builds or erodes capability.

Most current operating models still reflect the financialization and labor-arbitrage era. Adjusting headcount or adding tools while leaving the underlying model unchanged often creates more complexity without more capability.

The Productive Pragmatism Frame

The operating model is the system that either advances or undermines these principles every day

- 01 Sovereign Productive Base**
Build and control critical capabilities inside the United States
- 02 Merit & Capability**
Develop real skill among American citizens with long-term stake
- 03 Directed Improvement**
Capital and technology flow toward domestic capacity, not temporary labor extraction
- 04 People, Process, Place**
High-capability American workers + advanced processes + domestic locations

Workforce Reality for Operating Design

Heavy reliance on temporary or short-cycle non-sovereign labor for core roles embeds fragility into the operating model itself: knowledge walks out the door, continuous improvement stalls, and innovation capacity erodes.

Diagnostic Questions

1. Which roles and workflows are truly critical to productive capacity over the next 3–5 years?
2. Does our current operating model depend on short-cycle non-sovereign labor for those workflows?
3. Are we designing work so that American talent can grow into higher-skill roles?
4. Or are we designing work that assumes continuous low-skill churn?

Location & Operating Model Must Align

A domestic production footprint paired with an operating model still built for labor arbitrage will underperform.

Conversely, an operating model designed for high-capability American work supports the case for domestic capacity and a more secure supply chain.

The two decisions reinforce each other — or quietly undermine each other.

Hamiltonian Redesign Principles

Elevate American Roles

Design work so AI and automation remove low-value activity and shift people into higher-skill roles (engineering, systems integration, maintenance, continuous improvement, oversight).

Make Capability Explicit

Treat capability growth and domestic productive strength as design criteria, not afterthoughts.

Align Governance & Metrics

Governance, metrics, and improvement loops should reward productive sovereignty rather than pure cost extraction.

AI-Native Ways of Working

An effective AI-native approach pairs a high-capacity human operator with a coordinated team of specialized agents.

The human sets direction, makes judgment calls, and integrates the work. The agents handle depth, volume, and rapid iteration across research, drafting, and analysis — producing integrated outputs far faster than traditional methods while keeping strategic control firmly human.

The same logic applies inside manufacturing, supply chain, and technical operations: use AI and automation to eliminate low-value work while expanding the number of high-skill American roles that design, maintain, and continuously improve the system.

Innovation Example

Industrial or agricultural robotics that handle repetitive physical tasks can reduce dependence on low-skill temporary labor while creating higher-skill American employment in robotics engineering, deployment, maintenance, and process optimization.

The operating model should be designed to capture that higher-skill work rather than simply bank the labor-cost reduction.

This is the difference between using technology as a headcount-reduction tool and using it as a capability-building tool.

Exercise

Identify one major workflow or function in your organization.

Sketch how the operating model around it could be redesigned so that AI and automation increase sovereign American capability instead of simply reducing headcount.

Ask: Does the redesigned work expand higher-skill American roles, or does it primarily eliminate hours?

Three Highest-Leverage Moves

1

Map one critical workflow and identify where the current operating model still depends on short-cycle non-sovereign labor or pure cost arbitrage.

2

Redefine success metrics for that workflow so they reward capability growth and domestic productive strength.

3

Align the redesigned operating model with the Business Model Canvas (Module 1) and OKR system (Module 2).

The Series Arc

Canvas → OKRs → Operating Model → Value Streams → Workforce Strategy

Next Steps

If you would like support turning these ideas into a concrete 90-day execution plan or ongoing Chief of Staff-style implementation help, reach out directly.

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