TEAM BLUEPRINT

Builders Team

A stream-aligned scrum team of seven that plans, builds, reviews and ships on its own, with an LLM in every step of the loop.

7 PEOPLE 2-WEEK SPRINTS 92% PR AI-ASSISTED

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01 / COMPOSITION

Team Shape

One team, three functions, one stream of work. Everything from vision to production sits inside the boundary.

4

Up to 4 engineers

Build, test, review, operate. Each owns tickets end to end.

2

Up to 2 product

Vision and sequencing. Turns intent into specs the team can execute.

1

Up to 1 designer

Flows and interface, prototyped inside the sprint it ships in.

- PLAN → EXECUTE → REVIEW → UPDATE, ALL IN-TEAM
- REMOTE TEAM, AVAILABLE AS NEEDED

Working Agreements

The team is remote. These are the expectations that keep it accountable.

DAILY

Every engineer can answer "what you have done today"

Progress is visible every day, in writing, without being asked twice.

PRIORITY

Bringing value is the top priority

Activity is not the measure. Shipped value is.

AVAILABILITY

Remote comes with work life integration

Hours are flexible, and people can be reached outside working hours when needed.

03 / AVAILABILITY

Work Life Integration

Remote works in both directions. The team gets flexibility, and the work gets coverage when it needs it.

FLEXIBLE

Work when you are effective

The sprint sets the commitments. The clock does not.

REACHABLE

Available outside working hours if needed

Not always on, but reachable when something real is at stake.

ASYNC FIRST

Written by default, live when it decides something

Time zones are not a blocker; waiting on a meeting is.

04 / ACCOUNTABILITY

Ownership

You vouch for your own work, and you are responsible for making it work. An agent wrote the first pass; you signed it.

VOUCH

Nothing ships you cannot defend

If you opened the PR, you understand every line in it.

CARRY

Responsible for making it work

Ownership does not end at merge. It ends when it runs.

NO HANDOFF

The builder fixes it

No queue to hand a problem to. The team is the whole path.

Roles and Responsibilities

FUNCTION	OWNS	LLM CARRIES
Product	Vision, priorities, sprint scope	Ticket and spec drafting, estimation input
Engineering	Implementation, quality, production	Code, tests, first-pass review
Design	Flows, interface, design decisions	Prototypes and variants to react to
Whole team	Sprint commitment and delivery	Docs, status reporting, retro summaries

Sprint Cadence

Two-week sprints, async dailies. The ceremonies that need a room stay in a room; the rest is written.

DAY 1

Planning

Scope set against AI-drafted specs and estimates.

DAILY

Async standup

Written updates, summarized automatically.

DAY 5

Mid-sprint check

Scope corrected while there is still time to act.

DAY 10

Demo and retro

Ship, then read the sprint back from its own record.

07 / WORKFLOW

Ticket to Ship

Five stages. The model takes the first pass at each one; a person decides at each one.

01

Spec

Intent drafted into a ticket with acceptance criteria.

`LLM DRAFT`

02

Build

Engineer pairs with an agent against the spec.

`LLM PAIR`

03

Test

Coverage generated from the acceptance criteria.

`LLM GENERATED`

04

Review

First pass automated, human approval required.

`LLM + HUMAN`

05

Ship

Merged, documented, and reported without extra work.

`AUTOMATED`

Where the LLM Sits

PRs AI-ASSISTED

92%

Assistance is the default path through the work, not an experiment on the side.

- Writing code
- Ticket and spec writing
- Test generation and QA
- Status reporting and retros
- Code review
- Planning and estimation
- Docs and knowledge base
- Design and prototyping

How Work Changed

ACTIVITY	BEFORE	NOW
Specs	Written by hand, often thin	Drafted with the model, edited by PM
Tests	Written after, when time allowed	Generated with the change
Review	Queued on a teammate	First pass immediate, human approves
Documentation	Stale between sprints	Summarized continuously
Reporting	Meetings and manual roll-ups	Automated from the sprint record

Bottlenecks to Watch

Production is no longer the constraint. The next limits are on judgment and onboarding.

• WATCHING

Review capacity

Human approval is the one step we do not automate, so it sets the pace.

• WATCHING

Spec quality

Output tracks the input. A vague ticket now produces vague work faster.

• WATCHING

Onboarding depth

New joiners reach output quickly; context takes longer to build.