smart but not wise
path to AI-native eng leader

made with 🧡 by Aleodor Tabarcea | ELC Prague 2026
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2026 is crazy

we were all riding bicycles and now, suddenly…



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everything changed

“Yesterday is history, tomorrow is a mystery, but today is a gift.”

Master Oolong



© DreamWorks Animation

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we regained
our freedom
of thought…



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and it’s time to escape the trap of genericism brought by AI



the three layers of AI



layer 1
product features

95%
of AI pilots fail to scale



action 1

the scorecard

if-else 

toil 

CFO 

data 

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16-20

scale now

11-15

two weeks trial

<10

kill it now 💀

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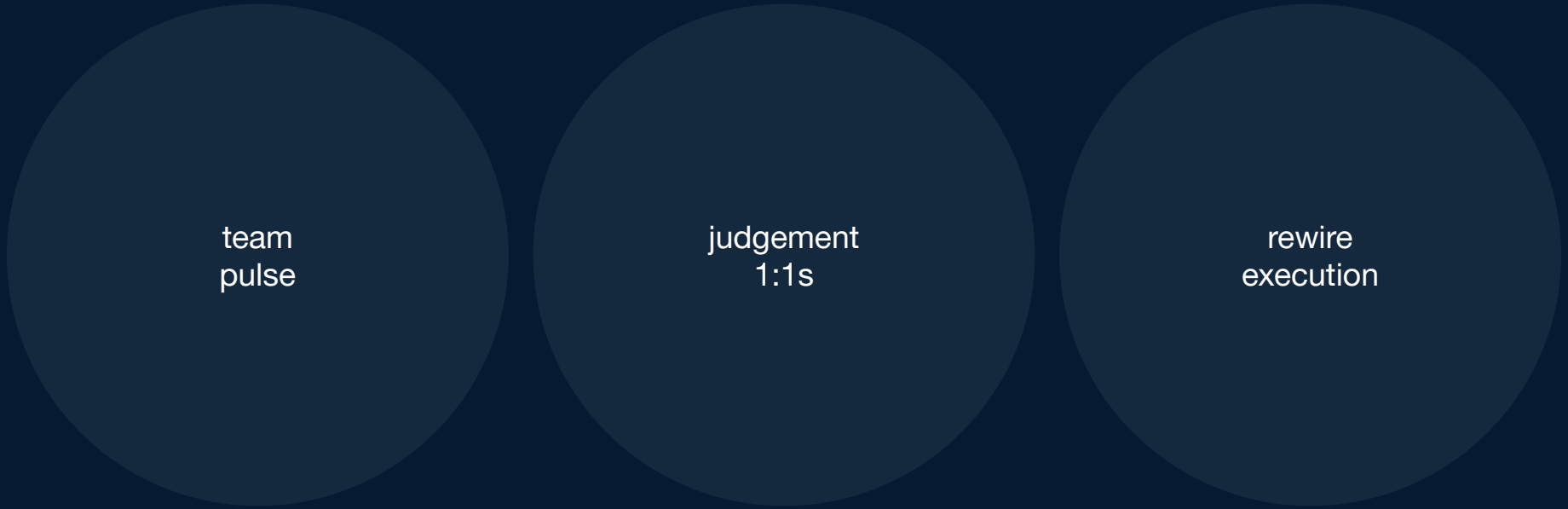
wisdom is never found in multiplying matrices





smart != wise

action 2
impact plan



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visions
are not created
when you’re busy

action 3

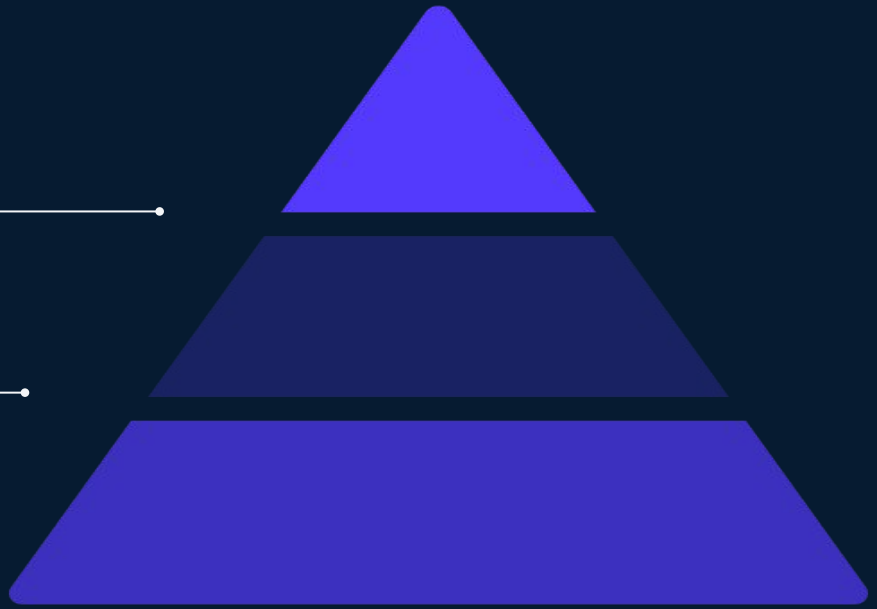
distill your process

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judgement

agentic execution

knowledge base



a short recap
no layers

AI-native is a village effort

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resources



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a checklist
for Monday

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- [x] audit pilots (scorecard)
- [x] run the team pulse
- [x] start the "judgment" 1:1s
- [x] protect 4 hours of "boredom"
- [x] build your AI-friendly knowledge base

don’t be your company’s AI slop

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