AUMOVIO
Engineering
Solutions

# AI-Augmented Teams

## Delivering with discipline in an ever-evolving world

August 18, 2026

AES BC Process Management

# AUMOVIO Engineering Solutions

## We are...

- An engineering and technology provider.
- A one stop shop – from the idea to the product.
- A gateway to high volume automotive products.
- More than 1,500 experienced engineers & specialists.
- Developers of technology for future mobility.

AUMOVIO
Engineering
Solutions

© AUMOVIO 2026

# AUMOVIO Engineering Solutions

## Solutions portfolio

### Consulting & specialist support
- Software consulting
- Data services
- Simulation engineering
- Security & privacy
- Research & development process consulting
- Functional safety management
- Cloud
- Data literacy

### Manufacturing
- Samples, electronics & mechanics
- Series production
- Build-to-print
- Special projects (automotive & beyond)

### Integration
- System integration
- Virtual integration
- Vehicle integration & workshops
- Software integration

### Development
- System engineering
- Software engineering
- Electric machine design
- Hardware & mechanical engineering
- Noise-vibration-harshness

### Concept creation
- System conception
- Requirement engineering
- E/E architecture
- Innovation engineering

### Testing & simulation
- 3D thermal simulation and structure analysis
- Test consulting services
- Driveline performance simulation
- Brake systems test and validation
- Virtual vehicle testing

AUMOVIO
Engineering
Solutions

© AUMOVIO 2026

# Presenters
## AES business center Process Management

**Ashwin Krishnamurthy**

Senior Consultant

ashwin.krishnamurthy@aumovio.com

**Akshay Madyal**

Consultant

akshay.madyal@aumovio.com

**Gha-Leng Ng**

Consultant

gha-leng.ng@aumovio.com

# We are all in the same boat.

# Some of this water is genuinely hard.

What this does to people's livelihoods.

What it costs in energy and resources.

Where the disruption lands, and on whom.

*Real. Unsettled. And not what today is about – because they deserve more than a passing slide.*


© AUMOVIO 2026

Internal

# Today is smaller, and closer to home.

How teams work with AI, day to day.

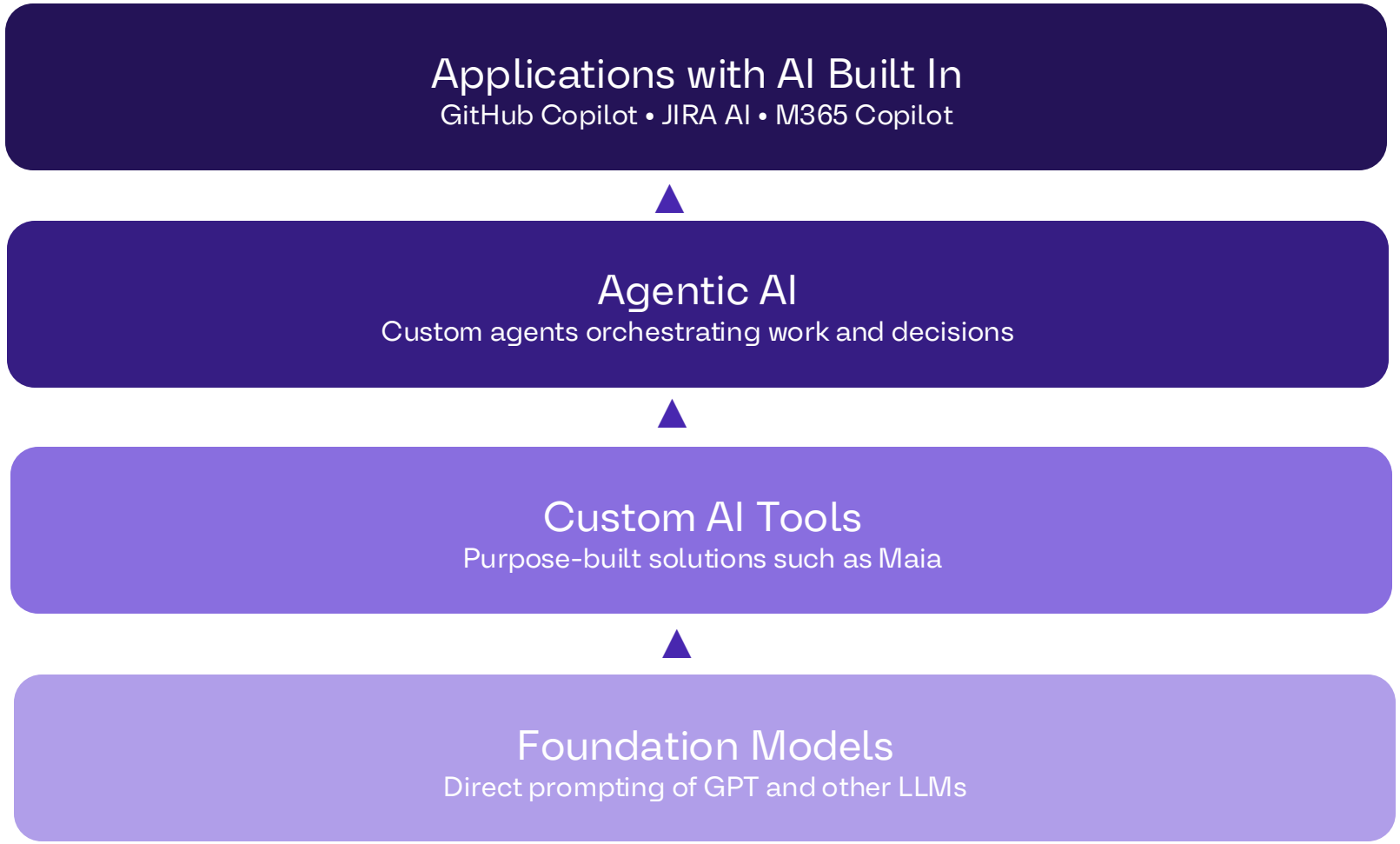
*Delivery.* *Quality.* *Process.*

*What's shifting under our feet.*
*Often without us noticing.*


© AUMOVIO 2026

Internal

# How we work with AI today





© AUMOVIO 2026

Think of your worst bottleneck.

# Every bottleneck has a type.



1
**Resource**

2
**Process**

3
**Decision**

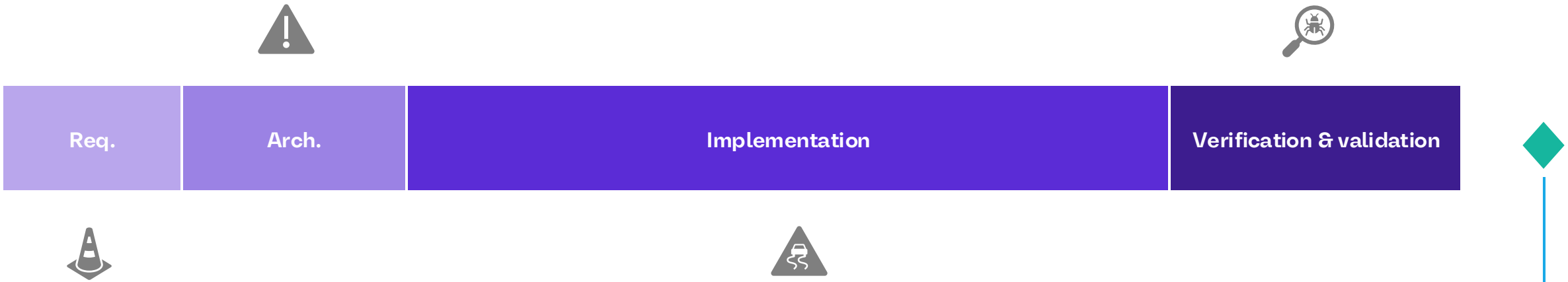
4
**Technical**

5
**Organizational**

**Bottleneck types**


© AUMOVIO 2026

# Every release survives bottlenecks



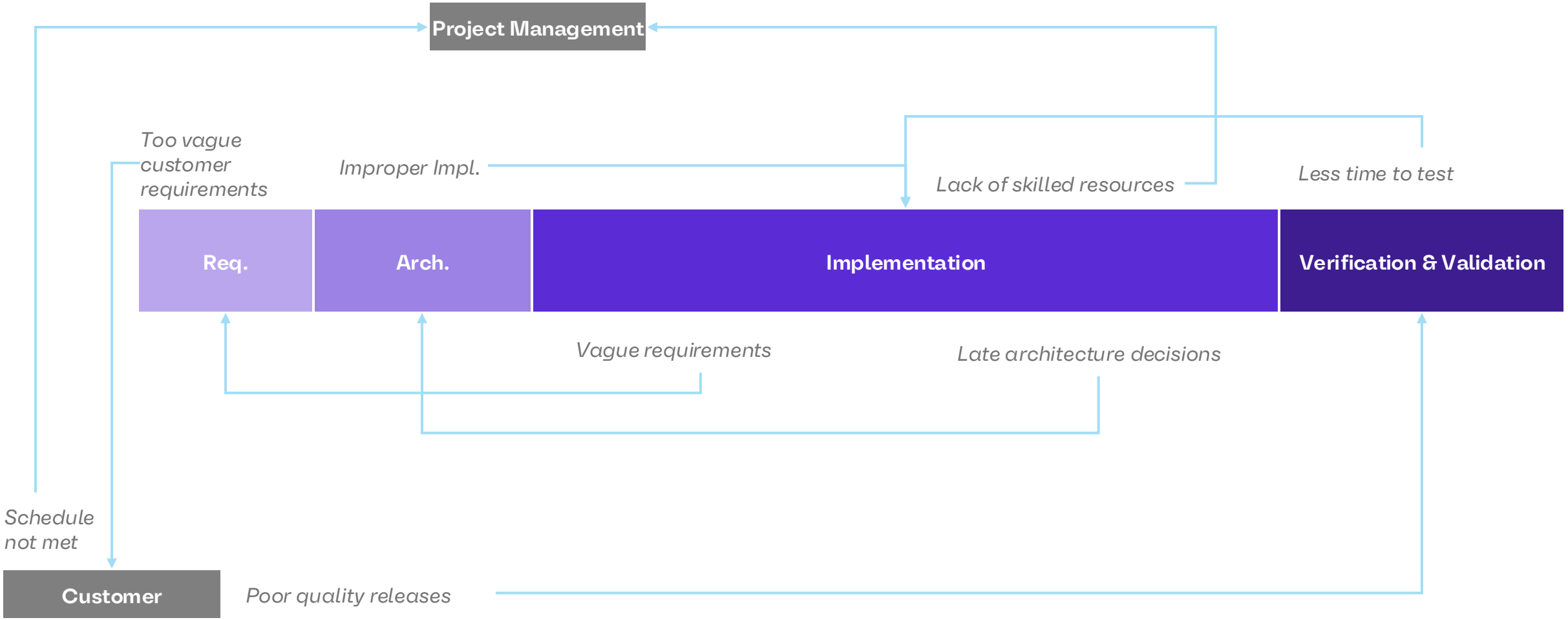

*In projects, we manage different bottlenecks across each phase to achieve a release*


© AUMOVIO 2026

Internal

When there are a lot of bottlenecks, there are customer escalations.

# A loop of problems



# Program Manager asks Project Manager:

"What's your biggest bottleneck?"

Resources + current active phase


© AUMOVIO 2026

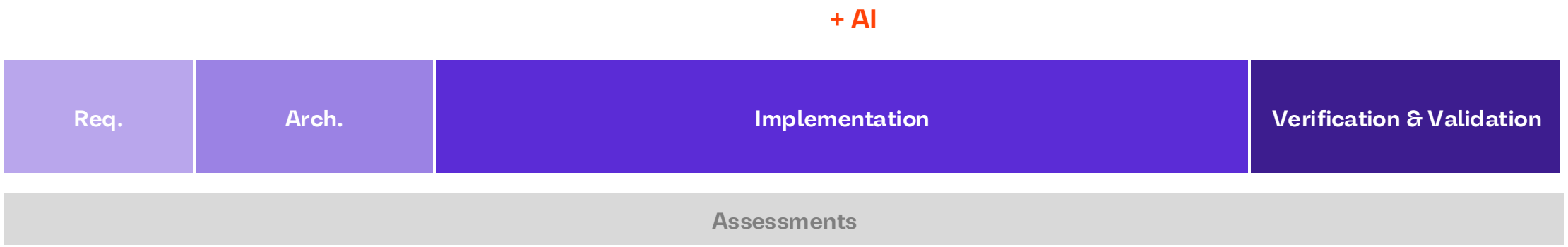
# The usual response: add people.

*ASPICE assessments – effort running under every phase*


© AUMOVIO 2026

# A new option: add AI.



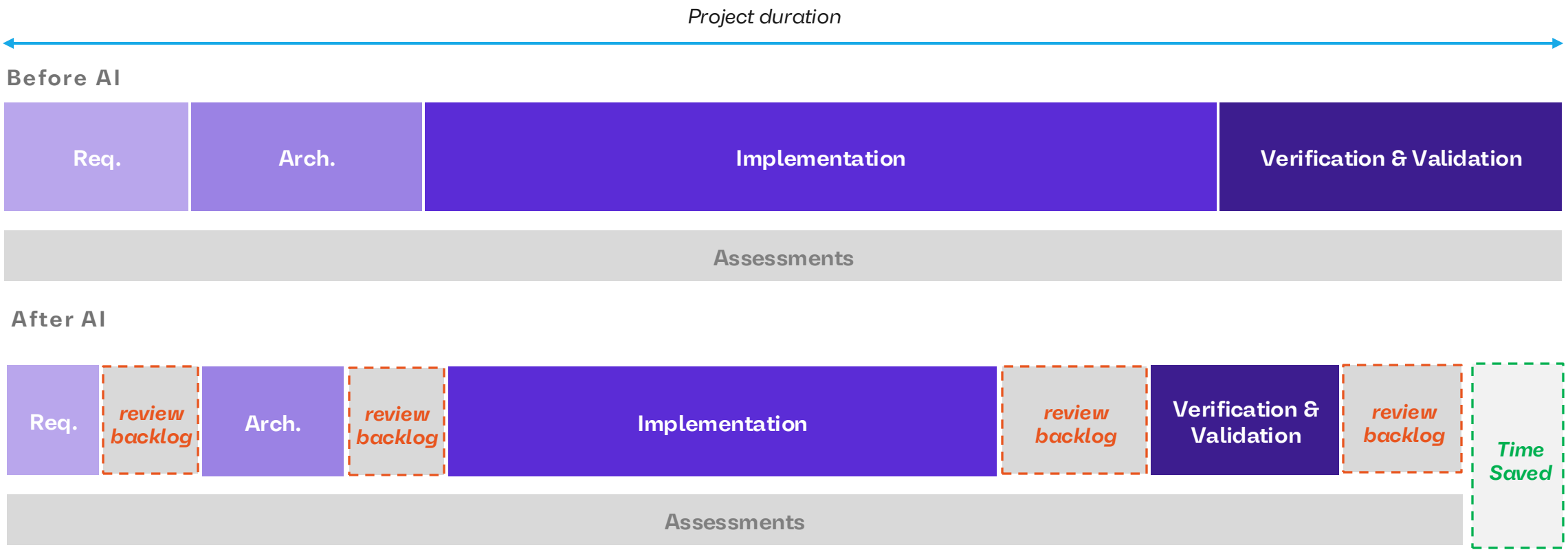



*ASPICE assessments – effort running under every phase*


© AUMOVIO 2026

# The timeline barely moves.





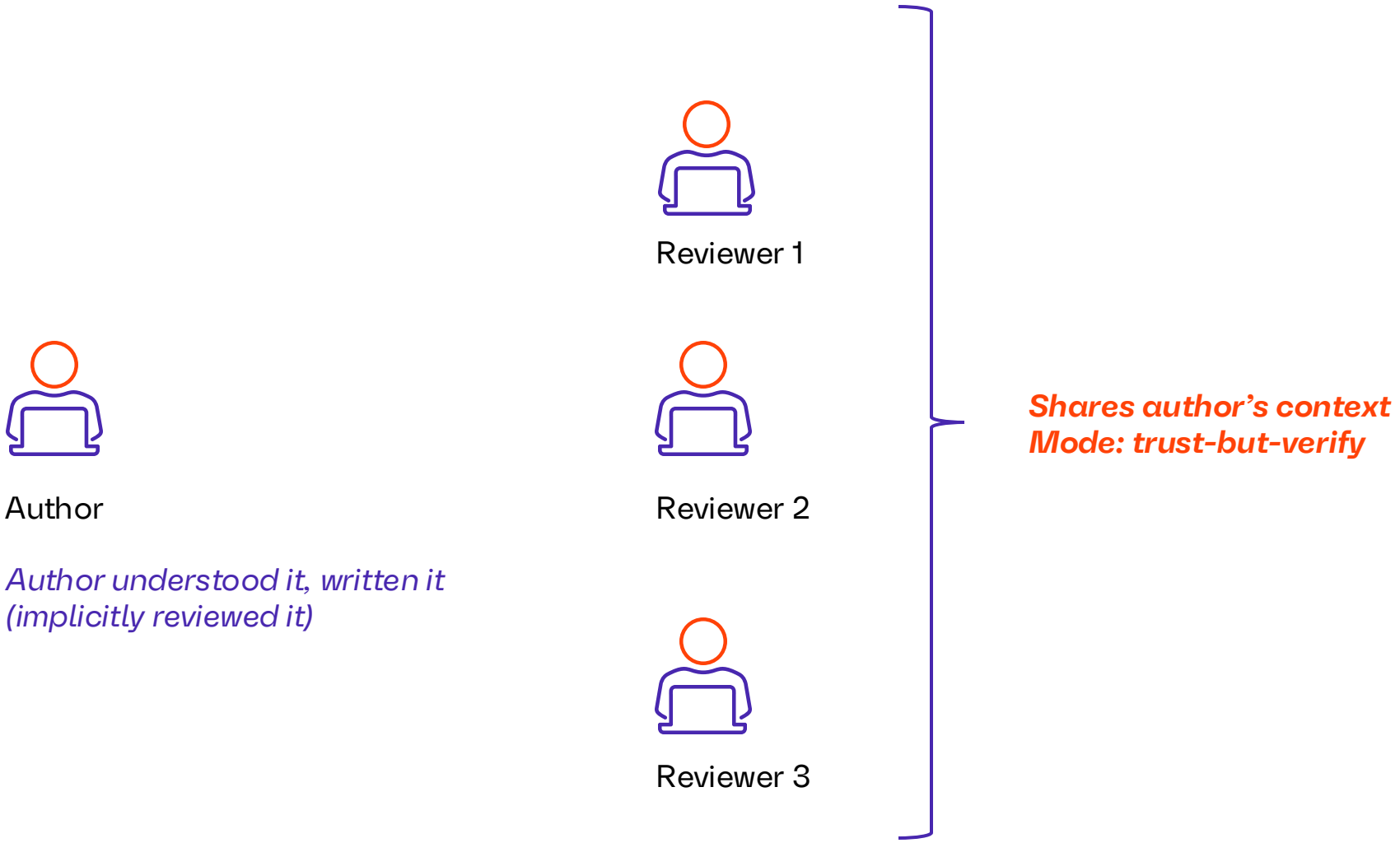

***Every phase got faster – the review load ate the gains.***


© AUMOVIO 2026

If the number of work products remains same before and after AI, why does the review backlog grow?

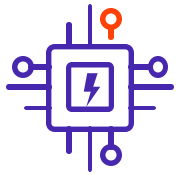
# The review economy – Human as the WP author





# The review economy – AI as the WP author





WP Author

*AI produces WP without implicit understanding of what makes reviews cheap*

WP Author (accountable)

*Also becomes a reviewer*

Reviewer 1

Reviewer 2

Reviewer 3

***No shared author's context***

***Must understand every line***
***Cannot skim as a wrong line looks exactly like a right one***

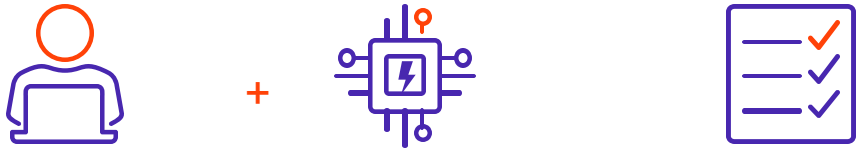
***Mode: Verify-before-trust***

***For example:***
***A fabricated sentence in a 90-page document***
***A memory-usage decision inside 1000 lines of code***


© AUMOVIO 2026

# Different Point of Views



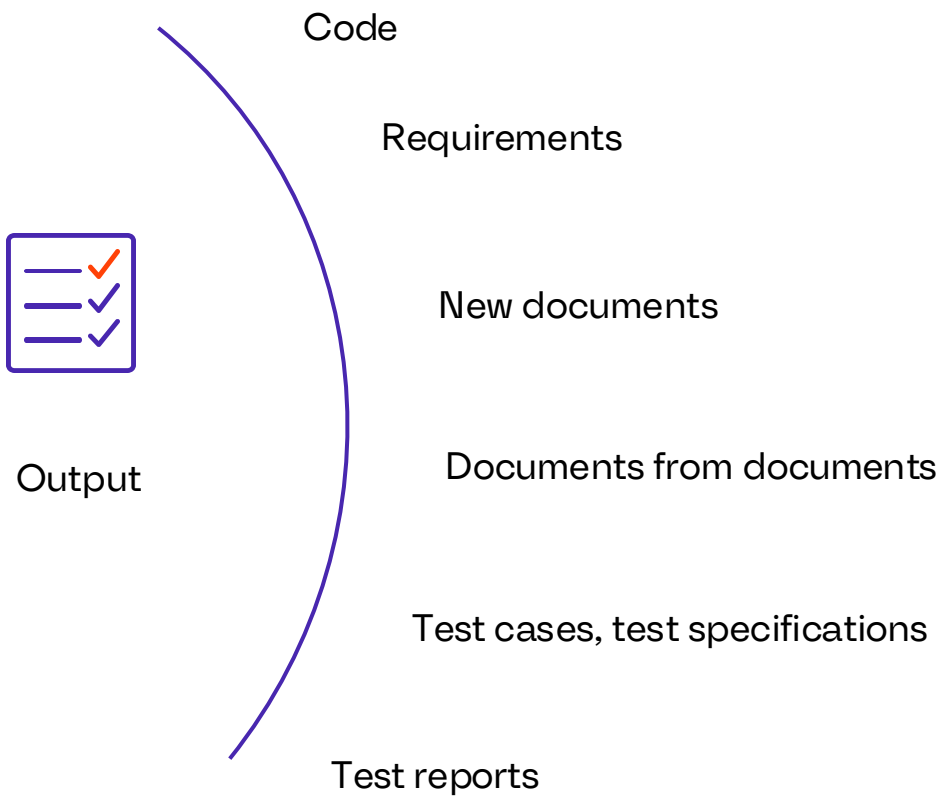



| Person / Machine | Review point of view |
|---|---|
| Model used to derive the output | 100% correct \| 100% confidence |
| Dev A | Compiles, runs, tests green → Seems like a good output |
| Product owner (peer reviewing pull request) | Edge cases not considered<br>rules not followed |

This classification or judgement is essential.
This is where the review backlog grows.
No context = more time in reviewing the code

# Output is not always the same







© AUMOVIO 2026

# What actually determines the right mechanism



*Is there a mechanical check?*

*What's the consequence of a miss?*

*How big is the reference surface?*


© AUMOVIO 2026

# Different outputs, different mechanisms



| | |
|---|---|
| **Mechanically verifiable**<br>code, tests, configs, schemas | Let tooling do the first pass. Humans judge coverage and design. |
| **Derived documents with bounded source**<br>summary of one spec | Spot-check each claim against its cited source. Demand citations. |
| **Derived documents with wide source**<br>plan referencing many docs | Chunk the generation, anchor each chunk, script consistency checks. |
| **Novel judgement artifacts**<br>architecture, safety arguments | Human authorship or full independent review. The expensive option and the only one that works here. |
| **Low-consequence boilerplate**<br>templates, status summaries | Sample it. Reviewing all of this starves the classes above. |


© AUMOVIO 2026

# Why not have AI review the work?



That would eliminate the review backlog, right?


© AUMOVIO 2026

# A trap that's easy to walk into.



**How review is meant to work**

**Author** — *different people — independence is the whole point* — **Independent reviewer**

**How it quietly becomes**

**AI 1 generates the evidence** — *same intelligence on both sides* — **AI 1 reviews the evidence** — *the human just signs*

**Independence was the whole point and it's the first thing to quietly disappear.**


© AUMOVIO 2026

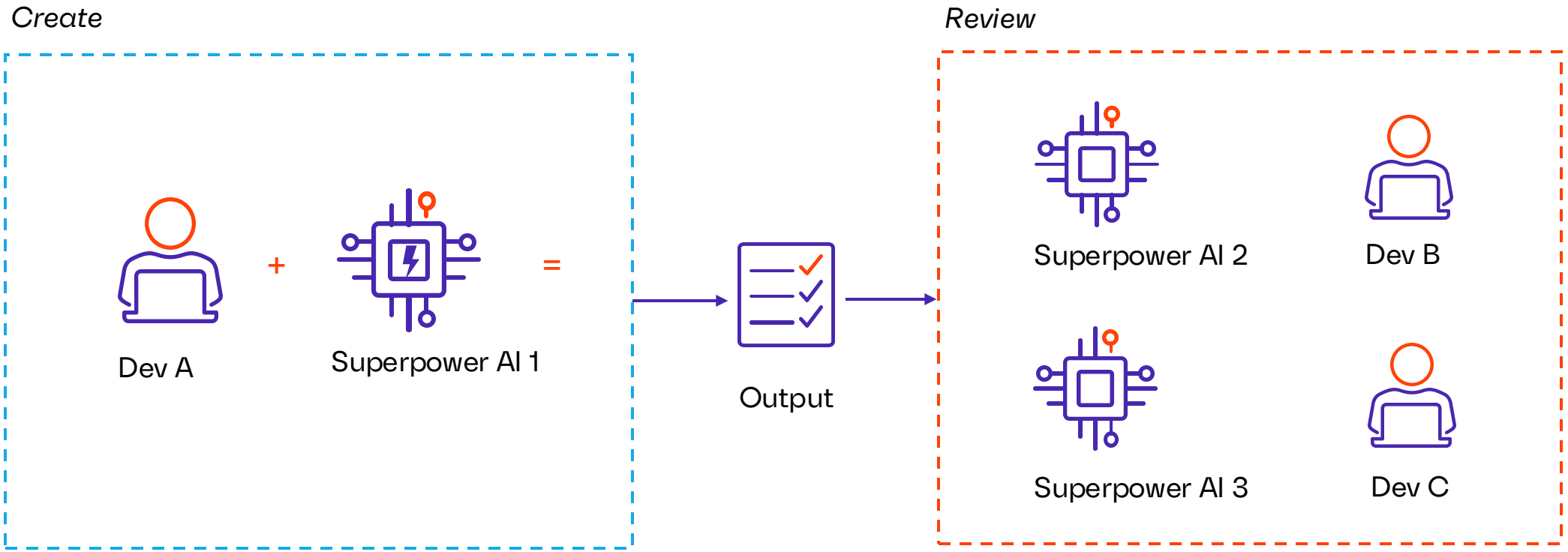
# Why not have different models review the work?



That would eliminate the trap, right?

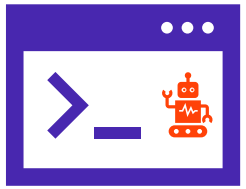

© AUMOVIO 2026

# Multi-Model Safety Net



The safety net works. Deciding where it's worth its cost is the judgement call that's yours to make.

# Now add a new teammate.



An AI agent – drafting tickets, writing code, writing tests.

**Drafts tickets**

**Writes code**

**Writes tests**

*Every tool has one now. Newer agents keep increasing.*


© AUMOVIO 2026

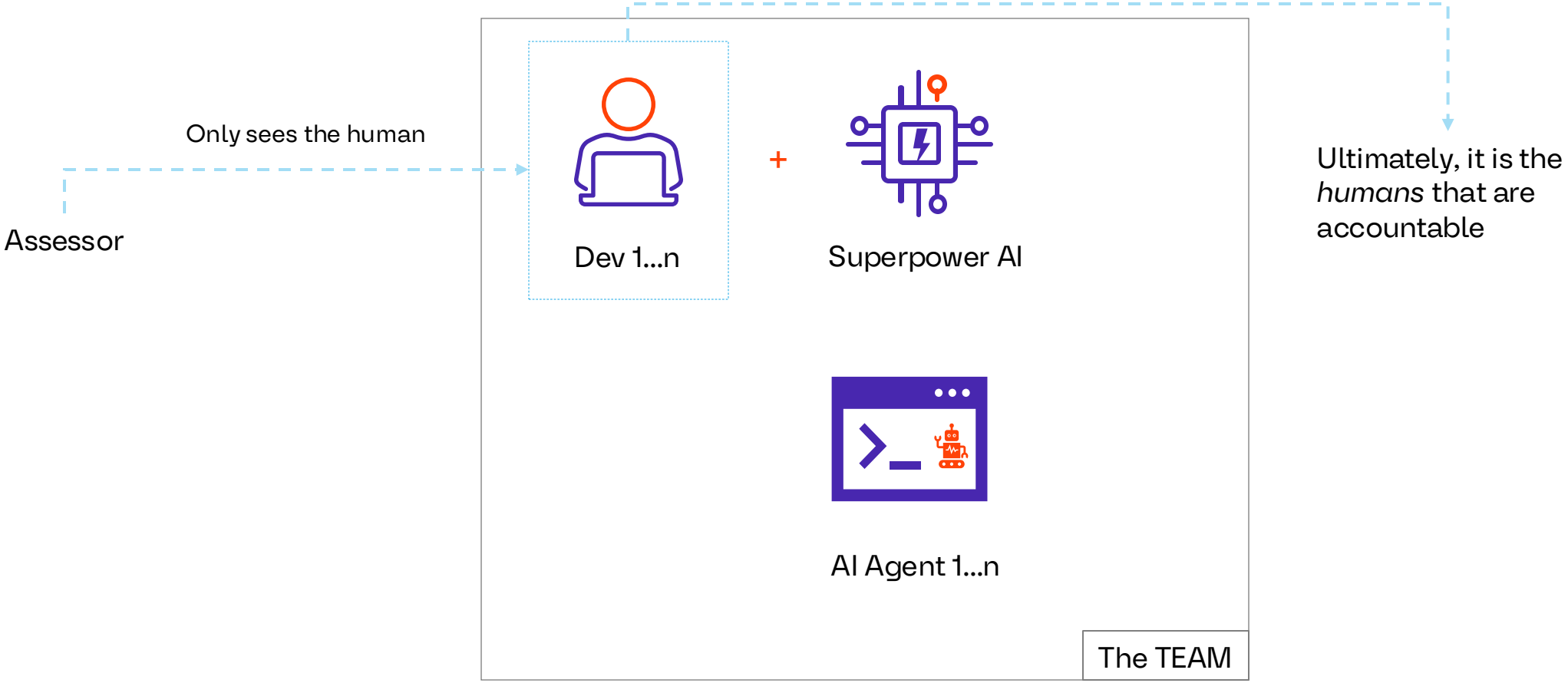
# You have to prove how the work was done.



In an ASPICE assessment, a safety case, an audit...


© AUMOVIO 2026

# Who takes accountability.



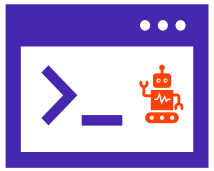
# Assessor: Can you explain why this decision was made?



## Done, but not explainable.

Dev A

Assigns a story



AI Agent

Implements the story

User Story: IMPL-404 | Status: Done

- ✔ Commit
- ✔ PR
- ✔ PR Approval
- ✖ Why AI agent made a particular implementation decision?

**Why not ask AI to generate justification?**
It can provide a plausible-sounding after-the-fact justification
Asking agent to explain itself is similar as “AI reviews AI”


© AUMOVIO 2026

Internal

# We can see more than ever. And less.



**WHAT we gain – the wide view**

System-level visibility. Real-time process intelligence. Where work stalls, live. Plus, enormous data process power.

**WHAT we lose – the close view**

How the work actually happened. What was tried and rejected. The trail.

**The dashboards still show numbers. Describing less and less of the real work.**


© AUMOVIO 2026

# Remember these five?



1
**Resource**

2
**Process**

3
**Decision**

4
**Technical**

5
**Organizational**


© AUMOVIO 2026

Internal

# AI solved exactly one



| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Resource | **Process** | **Decision** | **Technical** | **Organizational** |

Resource – capacity, hands, niche skills. That's the one AI relieves.


© AUMOVIO 2026

# The other four never left



| 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| Resource | **Process** | **Decision** | **Technical** | **Organizational** |

They were always there – hidden behind the slow part.


© AUMOVIO 2026

# So where do you look now?



Not where people are busy.

Where the work waits.


© AUMOVIO 2026

# Four key places work waits.



1
Resource

2
**Prioritization**
was: Process

3
**Decision Latency**
*was: Decision*

4
**Review & Validation**
*was: Technical*

5
**Dependencies**
*was: Organizational*

They were always there – hidden behind the slow part.
Human oversight is still essential in these key places.


© AUMOVIO 2026

These four places are what our methodologies were built to catch.

The question is whether they still catch them with AI in the room?

# From information to human connection.



There are two parts to every event (e.g., Status meeting). Information and connection.

**The information job**

*status, updates, who's doing what*

the agent can do this

**The connection job**

*the blocked teammate someone helps*

**AI kills the status recital and hands the connection back. Human interaction doesn't vanish.**


© AUMOVIO 2026

# The events change. The discipline doesn't.



### Adapt the OLD

The recurring sync shifts from status to connection

Breaking down work compresses as the agent drafts it

Reviews of how we work get richer as the data is captured continuously

### Invent the NEW

Agent-output review –> different failure modes than human work

Prompt & loop retro –> reflect on how you're using the AI

Human-judgment gate –> decisions agents may not make alone

Intake / pace check –> so review doesn't drown

*The events are just containers.*
*What they protect - traceability, gates, accountability - matter more than ever.*


© AUMOVIO 2026

# So what's the right way to work?



**Teams choose how they work together.**

**Standards fix what must be proven.**

**There is no single right way.**
**The right way is the one the team owns – so listen to them.**


© AUMOVIO 2026

# Watch how fast the water moves.

**A few years ago**

*AI video was a joke. Obvious. Fake.*

**Now**

*You can't tell.*

**That's the pace. It won't slow down.**


© AUMOVIO 2026

# How can one be resilient when everything is changing quickly?

Resilience isn’t about keeping up with the tools.

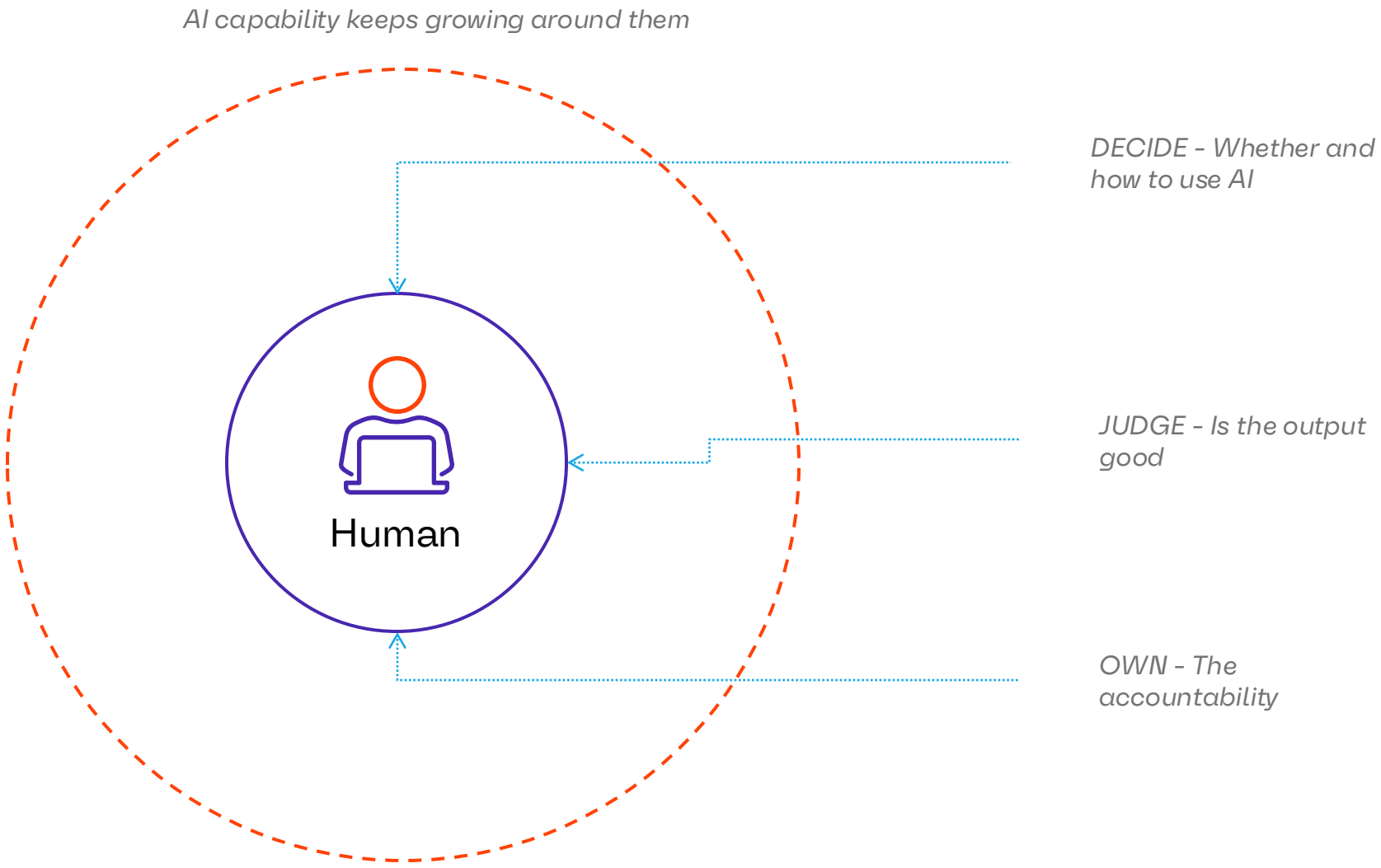
It’s keeping your footing while they change.


© AUMOVIO 2026

# The anchors.

Human in control.
The fundamentals.

# Human stays in-control.



# Four Fundamentals that outlast the tools.



| | | | | | |
|---|---|---|---|---|---|
| 1 Resource | 2 **Process** | 3 **Decision** | 4 **Technical** | 5 **Organizational** | *Five bottlenecks* |
| 1 Resource | 2 **Prioritization** | 3 **Decision latency** | 4 **Review & validation** | 5 **Dependencies** | *Four key places where work waits* |
| | **Understand before you build** | **Own the decision** | **Verify before you trust** | **Find the real constraint** | *Four fundamentals* |


© AUMOVIO 2026

# What we know is a drop. What we don’t know is an ocean.

# Thank you

AUMOVIO
Engineering
Solutions