

THE INTELLIGENCE ORGANIZATION

*Nature's Operating Model
for the AI Era*

MEGAN C. STARKEY



"A rigorous, deeply human blueprint for leaders ready to stop forcing AI into structures built for another era."

ADVANCE PRAISE · JONATHAN H. WESTOVER, PHD, INNOVATIVE HUMAN CAPITAL INNOVATIONS

We spent a century building organizations to run like assembly lines. Then we introduced a technology that behaves like a nervous system. Only one of them can win, and today the machine is winning.

In *The Intelligence Organization*, enterprise AI strategist Megan C. Starkey shows why the modern corporation cannot absorb a technology that joins every department it touches. Its blueprint was carried out of World War II and into Ford in 1946. AI is integrative. The org chart is divisional. Nearly every enterprise AI failure traces to that

incompatibility. Starkey argues the fix is a redesign, and that nature already drew the plans. Living systems have run distributed intelligence for 3.8 billion years, on cooperation, feedback, shared intelligence, and distributed power, the exact principles the corporate machine was built to suppress.

Grounded in original research and two decades at the intersection of business and technology, Starkey delivers both the diagnosis and the evolution. She first exposes how the corporate machine was built and why conventional AI transformation isn't working. Then, she constructs the

replacement across four bands: aligning technology capacity, talent, operations, and a governance model that lets the organization move as fast as the technology demands.

Underneath the business case sits a larger project: bringing human work back into balance. Equal parts execution manual and future-of-work manifesto, *The Intelligence Organization* is written for the leaders who must create economic value from AI inside a real company, the consultants who guide them, and everyone who has felt the everyday incompetence of the corporate machine.

Reading, book signing, and fireside chat with Lori Ryan

WHEN

Friday, October 23, 2026
Time to be announced

WHERE

ModernWell
Minneapolis

ADMISSION

Complimentary
RSVP required

AUTHOR

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