i³ Collective — New Pods Overview (vNext 2025 Q4)

Pod	Pillar	Purpose	Starter Roles	DoD	KPIs	Autonomy	First Month
Impact Programs Office (IPO)	Impact	Manages portfolio OKRs, grants, impact dashboards			Program delivery, baseline metrics, quarterly deltas		Baseline metrics, onboard, public summary posted, partner dashboards live.
Education & Cohorts Pod	Impact	Operates literacy/cohort programs	Education Program Manager (L2), Cohort Ops	Cohort delivered with outcomes captured			Document curricula, onboard
Accessibility & Captioning Pod	Impact	Delivers captioning, alt formats, accessibility QA	Accessibility Lead (L1), Caption Producer	Caption coverage %, zero critical WCAG issues.	L1 accessibility scores		Audit sites, caption first
Packaging & Pre-Press Pod	Imagination	Designs dielines, foils, varnish specs, prepress	Packaging Prepress Lead (L2), Vendor QA	Each SKU has approved spec pack, <1% print defects.	Defect rate on-time, LPO %, spec packs		Finalize dieline library
WMS / 3PL Ops Pod	Imagination	Manages warehouse integrations, kitting, returns	Integration Owner (L2), Pick/Pack Kit	Returns kit >99%, OTIF >95% (L1),	OTIF %, mailer rate		Integrate 3PL, test mailer
Channel Integrations Pod	Innovation	Maintains social API connectors, UTMs	Channel Integrations Lead (L2), QA (L1)	Connector uptime, publish success, all brands' UTMs active.			Deploy UTM coverage
Author Platform Studio	Imagination	Builds author funnels, newsletters, author kits	Author Platform Producer (L1), Copy/Design	Funnel launch, capture rate, conversion %			Author kit
Music Rights & Distribution Pod	Imagination	Handles ISRC/UPC, PRO registrations, distribution	Rights Admin (L1), Distro Ops (L1)	Catalog registered, releases on time	Coverage %, release on time		Register catalog, verify
Agent Governance Pod	Innovation	Defines autonomy ladders, mirrors, backs, and design policies	Governance Lead (L2), Policy Ops	Policies approved, autonomy ladder complete	Policy coverage		Publish approval, ladder
Tenant & Billing Pod	Innovation	Manages cross-app SSO, licensing, billing	Tenant Billing PM (L2), Billing Eng	Billing error <1%, SSO adoption >90%	License accuracy, SSO adoption		Integrate SSO, billing APIs
GlobalCollabs Partnerships Pod	Impact	Handles partner onboarding, KYB, MOUs	Partner Ops (L2), Contract Desk	Partner activation <2wk, settlement accuracy	Activation time, settlement		Sign first partners, MOU
Data Stewardship & Metrics Pod	Innovation	Maintains metrics catalog, dashboards, data analysis	Data Steward (L1), Analyst (L1)	Single source of truth, monthly KPI pack.	KPI delivery timeliness, data freshness		Publish metrics schema