

NAVIGATING THE AI EVOLUTION



Travelopia

 **EQUAL
EXPERTS**



THE WORLD OF TRAVELOPIA



Founded 2004
2,500
staff
200 technologists



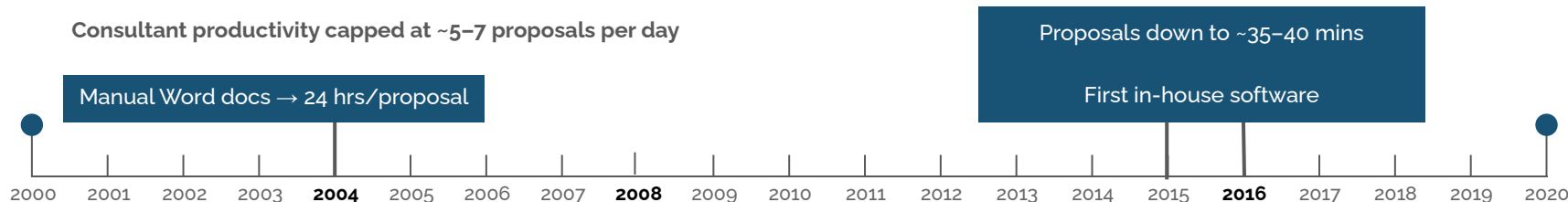
14 experiential
brands
worldwide



Bespoke expeditions,
safaris, yachting,
culture & golf



Central tech
team powering
all brands





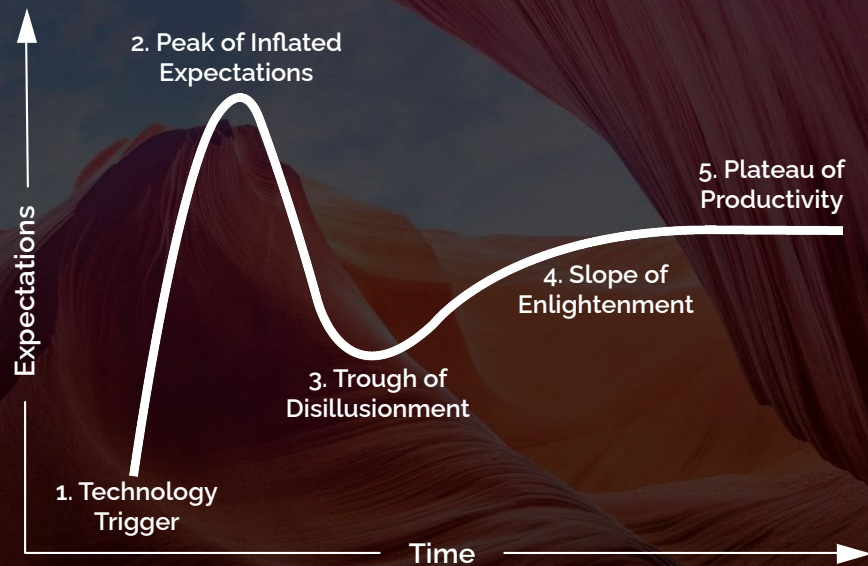
WHEN GenAI ARRIVED





WHEN GenAI ARRIVED

LIVING THE GARTNER HYPE CYCLE





FIRST EXPERIMENTS

FALSE START



White coding attempts
fail = disillusionment.

Small test (Drupal): proved
we didn't need a specialist
engineer.

FINDING STRUCTURE



Shifted to structured
GenAI-SDLC

**Specs → AI code → Human
review.**
(codified with Equal Experts)

PARALLEL TESTING: THE RACE



MANUAL SDLC

3 Weeks



GenAI-enabled

4 days*

**pushed to production the following week*



THE BREAKTHROUGH

Equal Experts' delivery discipline:



Plan



Spec



Arch



Deliver



MANUAL
3 Weeks



GenAI
20 Minutes



THE BREAKTHROUGH



AI won't replace humans.
But humans who use AI will.





CHALLENGES & CHANGE MANAGEMENT



A FIRST

tech leaders had to drive change management inside the team.



Champions
drive adoption



The human element
is key



APPROACH

one person, one project at a time → guiding each through hype
→ doubt → adoption cycle.



People-first
approach



Capability
enhancement



CHALLENGES & CHANGE MANAGEMENT



The most significant barrier is *people*,
not technology.





SCALING & LEARNINGS



SPEED

Traditional 6 weeks → AI-driven
2-3 days (with EE frameworks)



TEAM MODEL

Squads redefined, roles converging,
AI as the "pair"



REPEATABILITY

Human-led review, foundation-first,
docs as shared language



SCALING & LEARNINGS



Our role at Equal Experts was to combine experimentation with discipline — and make scaling AI a repeatable reality.'





FROM SQUADS TO SUPER LEAN TEAMS

TRADITIONAL

10–12 person squads (dev pairs, QA, BA, PO, designers)

NOW

4–6 product Engineers (cross-functional).

FUTURE

business + developer pairs moving faster together.



FROM SQUADS TO SUPER LEAN TEAMS



Smaller teams, tighter loops, faster outcomes.





REFLECTIONS FOR LEADERS



Embrace change
personally first.



Tools alone don't
solve-mindset,
processes, and
people matter
more.



Expect 5-6
projects before
real value
emerges.



Value is huge:
Faster, cheaper,
better-almost
unbelievable until
seen.



New reality: Tech
is faster than
business
adoption.



REFLECTIONS FOR LEADERS



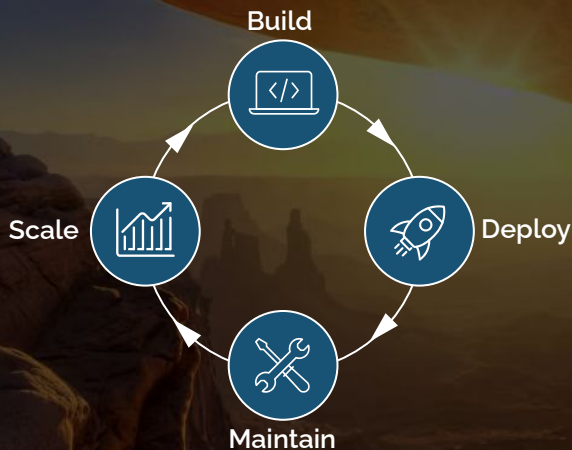
The new reality is tech is faster
than business adoption.





ASPIRATIONS FOR THE FUTURE

Empowered 4–5 member teams owning the entire lifecycle:



Two-speed architecture:



FAST TRACK

Rapid, real-product iterations.



STABLE TRACK

Data privacy, security, and enterprise resilience.

GenAI as the “dream enabler.”



ASPIRATIONS FOR THE FUTURE



Our dream is to scale from \$100M to \$500M
with the same 200 people.





PERSONAL PERSPECTIVE



MOTIVATION

A once-in-a-lifetime
disruption



JOURNEY

Failures, successes,
learnings



FRAMEWORK

How we embraced AI,
not just tools



FEELING

Excited, energised,
humbled



PERSONAL PERSPECTIVE



At 47, this feels like a mid-life,
once-in-a-lifetime opportunity.





MY AI “AHA” MOMENTS

1. TECHNOLOGY BREAKTHROUGH

Traditional SDLC = 6–9 weeks.

GenAI-powered:
3 days for same module.

“This is not incremental, it's
exponential.”



2. PEOPLE REALIZATION

Success ≠ technology alone.

The real challenge: change
management within tech teams.

Leaders must drive cultural
adoption, not just tools.



TESTIMONIALS

We went live with a Guest Payment Portal entirely built with GenAI — the first project delivered end-to-end through AI.

I'm very happy to share that this guest has confirmed their trip with us — for whom we had created a proposal through AI!

AI adoption is delivering 40–60% faster execution on key modules, with measurable productivity gains across Dev, QA and BA.



HELP I'M LOOKING FOR



Tools evolve daily → no
one can keep up alone



Peer learning cohort:
8–10 companies across
US, UK, India



Share notes,
experiments & lessons
regularly



Join forces to “conquer
this beautiful beast”
together

HELP I'M LOOKING FOR

“

AI adoption cannot be a lonely journey

”

Travelopia



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EXPERTS**