DT Fellowship Simulation Assignment: The ROI Trace Lab

# PART 1: Tracing Capital from Culture

## Q1A. Invisible Asset & Financial KPI Mapping

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| --- | --- | --- |
| DT System | Invisible Asset Created | Financial KPI Influenced |
| Daily Plans + Reports | Reusable logic, decision audit trail, learning loops | Cost per outcome, operational efficiency |
| LDI + Peer Networking | Peer credibility, leadership signaling, career leverage | Talent retention, referral quality |
| PDGMS Academy | Execution speed, AI skill depth, content frameworks | Revenue per team member, delivery quality |

## Q1B. GPT Prompt Design

System Chosen: PDGMS Academy

Prompt:  
“Analyze this fellow’s PDGMS weekly execution report. Identify patterns in how AI workflows helped them improve delivery quality, reduce turnaround time, or create reusable client artifacts. Link these patterns to quantifiable team outcomes (e.g., speed, quality, reusability).”

Negative Prompt Instruction:  
“Avoid generic summaries or surface-level praise. Do not repeat report content. Focus on cause-effect links between workflow decisions and measurable business impact.”

# PART 2: Boardroom Pressure — Keep or Cut?

## Q2A. System to Defend

Defend: PDGMS Academy

Why:  
- Highest ROI Potential: Converts AI into execution leverage — compounding return as fellows improve.  
- IP Creation: Generates structured workflows and client-ready assets, reducing future marginal costs.  
- Brand Value: Improves client delivery, raising reputation and repeat business probability.  
- Time-to-Payback: Faster than cultural systems, as workflow benefits are seen in weeks.

## Q2B. System to Phase Out or Reduce

Phase Out: LDI + Peer Networking

Why:  
- Long-term value (credibility, network) is harder to quantify and slower to materialize.  
- Less direct impact on immediate financial KPIs.  
- Can be re-introduced conditionally:  
 - If leadership conversion rates drop  
 - If internal promotions stagnate  
 - If referral quality declines

# PART 3: Capital Trace Dashboard

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| System/Activity | Monthly Cost | IP Created or Reused | Outcome Metric Influenced | Evidence from Reports | Next Action |
| Daily Plans + Reports | ₹10,000 | Reusable decision templates, prompts | Cost per outcome, audit speed | Yes | Refine |
| LDI + Peer Networking | ₹8,000 | Community frameworks, mentorship docs | Retention, brand equity | Partial | Pause |
| PDGMS Academy | ₹12,000 | AI workflow templates, delivery playbooks | Delivery quality, speed | Yes | Scale |

# PART 4: Strategic Memo to DT Leadership

To: CFO, DeepThought  
Subject: Financial Insights from Internal System Tracing  
  
DeepThought’s internal rituals — when mapped carefully — show strong potential to generate capital efficiency. Our analysis reveals that PDGMS Academy delivers the most immediate and scalable ROI. It not only upskills fellows but transforms knowledge into structured, reusable workflows — reducing delivery time and increasing client value density.  
  
Daily Plans also add value by creating an audit trail of decisions and improving internal alignment. However, its ROI manifests indirectly through improved process hygiene.  
  
On the other hand, LDI + Peer Networking, while culturally significant, showed the least measurable financial return in the short term. We recommend pausing or modularizing it unless referral metrics or leadership throughput decline.  
  
AI was central in tracing these effects. With intelligent prompts, we extracted outcome-linked insights from raw fellow reports — turning reflections into analytics.  
  
Going forward, DT should treat reflection and documentation as capital creation mechanisms, not overheads. The cost of these rituals should be weighed not by hours spent, but by the IP, insight, and execution speed they unlock.  
  
Let’s trace what we build — and build what compounds.