



# Notes

Jun 13, 2025

# Dev Team

Invited Kiyasha Singh Fanyana Nkosi Johannes Backer Justin Germishuys

Attachments 📁 Dev Team

Meeting records 📄 Transcript 🎙️ Recording

## Summary

Johannes Backer presented an enhanced ENT rubric and discussed report generation, while Justin Germishuys raised concerns about rating scales and the generic nature of prompts, emphasizing the need for actionable feedback and dedicated development time. Justin Germishuys assigned Kiyasha Singh a POV report task and Fanyana Nkosi a Superbase CRUD application task, also discussing the progress of Johannes Backer's Tender Render and the evolving startup strategy towards internal products. The participants also explored the potential of Cyborg Habits, a blitz internship program, and addressed potential team apprehensions.

## Details

- **ENT Rubric Discussion** Johannes Backer presented the original ENT rubric, which Justin Germishuys found to be very basic. Johannes Backer then introduced an improved "enhanced rubric" that includes entity knowledge and customer application, solution positioning, and customer-centric storytelling. Justin Germishuys acknowledged the improvement and the consolidation of the original criteria ([00:02:09](#)).
- **Rating Scale Concerns** Justin Germishuys expressed a dislike for rating scales, finding the distinctions between "good" and "satisfactory" useless and emphasizing the need for actionable feedback. They believe the value lies in identifying how to improve, regardless of the current rating ([00:03:13](#)) ([00:11:53](#)).

Johannes Backer confirmed the focus on actionable feedback in the reports ([00:04:09](#)).

- **Evaluation Criteria and Prompts** Justin Germishuys noted their concern that the prompts and rubrics might be too generic ([00:11:53](#)). Johannes Backer explained that while they usually prefer shorter prompts, Gemini has been recommending more verbose ones ([00:04:09](#)). Justin Germishuys reviewed an example prompt, noting the inclusion of evaluation criteria and the request for specific recommendations ([00:08:24](#)).
- **Report Generation and Structure** Johannes Backer explained the report generation process, where individual analyses are combined into an executive assessment report and a scoring matrix ([00:03:13](#)). They use pi darkx to generate docx reports from markdown, including page breaks for tables ([00:09:26](#)). Justin Germishuys reviewed a sample report, providing feedback on some of the generated points ([00:10:42](#)).
- **Need for Dedicated Development Time** Justin Germishuys emphasized the need for more focused development time, proposing a four-hour session next week for the team to work together on building something sellable to get on the same page regarding their development process ([00:14:15](#)).
- **POV Report Task for Kiyasha Singh** Justin Germishuys assigned Kiyasha Singh the task of generating a POV report using one of Yiannis's sales pitch evaluations ([00:15:31](#)). Kiyasha Singh was instructed to identify a potential NT client, run a full POV report, and then manually select the most relevant outcomes to create a short sales pitch and a HeyGen video ([00:19:23](#)).
- **POV Access and Initial Steps** Justin Germishuys added Kiyasha Singh and Fanyana Nkosi to the POV platform and set temporary passwords ([00:16:48](#)). Kiyasha Singh confirmed they could access the platform. Justin Germishuys clarified that the evaluated sales pitches were general and not client-specific ([00:17:56](#)).
- **Johannes Backer's Tender Render Progress** Johannes Backer reported being almost finished with the backend of Tender Render, with only optimizations and archiving remaining ([00:23:20](#)). They mentioned that the system can process a large number of tenders at a low cost and generate enhanced descriptions using 4.1 mini ([00:24:17](#)). Justin Germishuys acknowledged the value of this groundwork for future recommendation systems ([00:25:16](#)).

- **Tender Render's Strategic Relevance** Justin Germishuys discussed the uncertain future of Tender Render as a primary focus due to the payment freeze from Pragma and the significant engineering effort required for scaling ([00:30:29](#)). They suggested prioritizing more immediately sellable products ([00:31:41](#)).
- **Shifting Startup Strategy** Justin Germishuys reflected on the startup's evolving strategy, moving from primarily client solutions to building their own internal products like POV and Cyborg Skills for scalability ([00:35:00](#)). They stressed the importance of maintaining radical simplicity and creating repeatable, extensible tools ([00:37:30](#)).
- **Fanyana Nkosi's Superbase Task** Justin Germishuys tasked Fanyana Nkosi with creating a simple CRUD application using React and Superbase ([00:39:50](#)) ([00:47:21](#)). They instructed Fanyana Nkosi to focus on understanding how to create tables, read, write, update, and delete data using SQL generated with AI assistance, emphasizing the importance of row-level security ([00:41:09](#)) ([00:42:08](#)).
- **Cyborg Habits and Future Plans** Justin Germishuys mentioned the upcoming launch of Cyborg Habits and Kiyasha Singh's ownership of the product. They discussed the vision of creating an ecosystem of interconnected tools and the potential for B2C sales ([00:48:45](#)).
- **Potential Blitz Internship and Mentorship** Justin Germishuys raised the possibility of a blitz internship program, suggesting that Fanyana Nkosi and Kiyasha Singh could serve as mentors to new developers ([00:50:58](#)).
- **Addressing Apprehensions** Justin Germishuys acknowledged the team's potential apprehension regarding their new tasks and offered reassurance and support. Kiyasha Singh mentioned needing to research HeyGen API usage.

## Suggested next steps

- ☐ Kiyasha Singh will (1) generate a POV report for NT and a sample client, (2) create a sales pitch script based on prioritized outcomes and feedback, and (3) experiment with Hey Gen interface and API to generate a video.
- ☐ Fanyana Nkosi will create a basic CRUD app with a React interface and a Superbase table with row-level security, including login using Superbase UI.

- ☐ Fanyana Nkosi and Kiyasha Singh will consider potential candidates for a future blitz internship at Stride Shift.

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# Transcript

Jun 13, 2025

# Dev Team - Transcript

00:00:00

**Justin Germishuys:** And it's

**Johannes Backer:** crisp.

**Justin Germishuys:** super cheap.

**Johannes Backer:** It's super cheap. I can process I think I calculated to process a,000 tenders because I have like a fixed generation system can give can will cost like \$12 max, but probably closer to eight.

**Justin Germishuys:** Okay.

**Johannes Backer:** Uh, but anyway, I guess we'll get into that whenever we talk about tender render again. Um, okay. So, we can start by looking at the original ENT rubric. I don't know how much you've seen about it.

**Justin Germishuys:** Nothing. So, just give me a minute. Okay. Can you tell me can you just give me a quick verbal overview?

**Johannes Backer:** So, first so let's go over the basic criteria. It's understanding of NT knowledge of global presence uh global and value for customer uh products and service knowledge use of success stories clarity communication on on and personal touch to presentation overall preparedness and engagement and um interaction.

00:01:11

**Johannes Backer:** It's very basic.

**Justin Germishuys:** No, this is very bad. Holy

**Johannes Backer:** Yeah,

**Justin Germishuys:** s\*\*\*.

**Johannes Backer:** basic badge. That's where your boy came in. Tried to improve it. So, we

**Justin Germishuys:** All

**Johannes Backer:** can go to the next one, which is rubric three. There was a consolidated rubric that Steven and Ali tried to make, but it didn't really hold water. It was just

**Justin Germishuys:** right.

**Johannes Backer:** it. So, this is kind of like a report, not just about the prompts, but how I used Claude to edit everything. Um, so we have the scale, excellent, good, needs improvement. They was poor at the start to get to the full levels, but

**Justin Germishuys:** Yeah.

**Johannes Backer:** I decided to remove that cuz I don't know, it just didn't feel right from a from a sales point of view or sales feeling, if I could say that. Um, but let's get into the actual meat and potatoes. So, this is the new updated enhanced rubric. Um, each element has its own analysis and then it goes to create the final rubric.

**00:02:09**

**Justin Germishuys:** when

**Johannes Backer:** understanding

**Justin Germishuys:** you say

**Johannes Backer:** of entity

**Justin Germishuys:** each uh okay so you've broken it up understanding

**Johannes Backer:** yeah is now entity knowledge and customer application. Uh so you added so this adds a customer ccentric component to it. Uh they had product and service knowledge um added solution positioning to it. um use of success stories, customer centric storytelling and with case studies that are relevant to the customer.

**Justin Germishuys:** All right.

**Johannes Backer:** Um so yeah, this is sort of the mapping that I tried to make to include everything that they wanted in their rubric along with our models that uh we decide for with the improved version that Ali and Steven gave me of the original

**Justin Germishuys:** All right. Um, so what we had originally are integrated in those five or six there.

**Johannes Backer:** Yeah.

**Justin Germishuys:** All right. So you've consolidated them. Okay. Got it. Go on.

**Johannes Backer:** So, so this is the framework structure. It has the six individual analyses and then two outputs.

**00:03:13**

**Johannes Backer:** an E executive assessment report which takes these six analyses,



combines them into one report and then a detailed uh scoring matrix which takes the um individual ones as well as the executive assessment report to generate something like a nice table that they can just view which is easier to digest.

**Justin Germishuys:** Okay.

**Johannes Backer:** Um this yeah so excellent good satisfactory needs improvement. Yeah. Okay. So that's how I changed how clothes

**Justin Germishuys:** I

**Johannes Backer:** changed.

**Justin Germishuys:** mean, it's always difficult to say like what the difference is between good and satisfactory. I freaking hate rating scales. They're useless. Uh, and I want to move away from them. But let's carry on

**Johannes Backer:** Okay.

**Justin Germishuys:** cuz I mean all you need to know is this is how you can do better than you're doing. Even if you if you're brilliant, this is how you could do better. It doesn't matter if you have some like, oh, it's satisfactory. What do you do with that information? You're like, oh, I'm satisfactory.

00:04:09

**Justin Germishuys:** I'll just stick with satisfactory then. You know the hell.

**Johannes Backer:** Yeah. Yeah. There's a big emphasis on actionable feedback as well. And I think when we go through the reports, you'll see

**Justin Germishuys:** Yeah,

**Johannes Backer:** that

**Justin Germishuys:** I think that that's where it all I think people just want like this silly one view proxy of is this person okay or not okay but it can't tell them that in any case but okay let's carry on okay you're an expert in entities enterprise IT solutions and customer centric selling you evaluate how well presenters understand entity's value proposition okay granted um okay you've put that in evaluation Customercentric application of entity knowledge is more important than just demonstrating company knowledge. Okay. Um Okay. So that's the system prompt.

**Johannes Backer:** They're pretty verbose. Usually I'm a fan of short and sweet as the prompts and then putting the instructions in the actual body of the the prompt, but it Gemini keeps on recommending these verbose ones. So I just kept on going with it.

00:05:16

**Justin Germishuys:** Yeah.

**Johannes Backer:** So

**Justin Germishuys:** All right.

**Johannes Backer:** here is some reference to the actual how the rating framework works. In the previous versions, this was a lot more um in depth. So I'll definitely

**Justin Germishuys:** All right.

**Johannes Backer:** check that out. Um so yeah second analysis same thing uh analysis three customercentric storytelling with case studies because

**Justin Germishuys:** And

**Johannes Backer:** they

**Justin Germishuys:** so

**Johannes Backer:** mention

**Justin Germishuys:** these

**Johannes Backer:** case

**Justin Germishuys:** are

**Johannes Backer:** studies

**Justin Germishuys:** so you've basically split it up and so you're analyzing each of these things as a separate LLM call. That's good

**Johannes Backer:** with

**Justin Germishuys:** because

**Johannes Backer:** the transcript.

**Justin Germishuys:** then you okay I mean that that is definitely how I would have approached it because it keeps processing time down. You've have you

**Johannes Backer:** How?

**Justin Germishuys:** got parallel

**Johannes Backer:** Yeah. So, how I set it up in the back end is I have a YAML file for per prompt. I can actually show you because we are now the devs.

00:06:09

**Justin Germishuys:** I

**Johannes Backer:** Uh

**Justin Germishuys:** I also have to bear in mind that we can't use this entire session just for this.

**Johannes Backer:** yeah. Okay. But in the background, I have a YAML kind of like

template structure. We have initial analyses and I call it consolidated analysis but initial analyses take in the transcript do some sort of analysis output a report. Consolidated analyses take initial analyses and whatever else needs to you know has more of an input than just the transcript and those are the final things that are written to the folder drive etc.

**Justin Germishuys:** So that that's perfect. I mean that like from an architecture perspective I think that's fine. And if it's using YAML to basically queue up the list of prompts

**Johannes Backer:** and

**Justin Germishuys:** um

**Johannes Backer:** is

**Justin Germishuys:** and then

**Johannes Backer:** synchronize.

**Justin Germishuys:** using async yeah then that's but I mean okay this is more about the the resulted resultant output um rather than um okay so let's just quickly stop there system prompt effective sales flow is the ADA model attention interest strong opening that captures okay so where are you injecting your rubrics and what is what are the instructions around the rubrics.

**00:07:16**

**Johannes Backer:** around the rubrics. Oh, so each individual analysis is taken and then after the six you have the consolidated reports.

**Justin Germishuys:** Now, so

**Johannes Backer:** Um,

**Justin Germishuys:** when you're when you're doing an LLM call, you've got a system prompt and then presumably you're plugging in the context, so the transcript, and you're plugging in your rubric, and you're giving it some additional instruction. Is that what you're doing?

**Johannes Backer:** yeah, I'll show you the I'll

**Justin Germishuys:** So,

**Johannes Backer:** show you a quick view of how a profile

**Justin Germishuys:** I just

**Johannes Backer:** looks like.

**Justin Germishuys:** Yeah, I just want to see what that template looks like quickly because

**Johannes Backer:** I'm

**Justin Germishuys:** my

**Johannes Backer:** just

**Justin Germishuys:** my

**Johannes Backer:** go

**Justin Germishuys:** biggest my biggest issue with rubrics is that the rubrics you showed me before from NT, they're vague and ambiguous. Like, I I wouldn't know whether something counts as this or that. I I wouldn't even know what they mean by the words. And so that that is my biggest concern in terms of like the value unless AI is managing to handle that ambiguity extremely well.

**00:08:24**

**Justin Germishuys:** Can you zoom in?

**Johannes Backer:** Yeah. Okay.

**Justin Germishuys:** Okay.

**Johannes Backer:** So, this is for example number three.

**Justin Germishuys:** Okay. Can you

**Johannes Backer:** So,

**Justin Germishuys:** zoom in even more?

**Johannes Backer:** okay. Let me just remove these side parts.

**Justin Germishuys:** Okay, that's good. I can see that. Okay. Scroll a bit more to the other side cuz I think

**Johannes Backer:** But

**Justin Germishuys:** the

**Johannes Backer:** what I

**Justin Germishuys:** right

**Johannes Backer:** can do I can do is I can So it's not letting me close the window I wanted

**Justin Germishuys:** No,

**Johannes Backer:** Yeah.

**Justin Germishuys:** that's that's fine. Um I've got like transcript evaluation criteria rating scale. Okay. So, does the presenter clearly articulate what makes entity unique and valuable? Okay. So, okay, that's that's the criteria. Analyze this. The transcript includes time

**Johannes Backer:** Heat.

**Justin Germishuys:** stamps. Go down to the bottom. I just want to see what you're doing at the bottom. Provide three to five specific recommendations for improving entity

knowledge application to customer needs.

00:09:26

**Justin Germishuys:** And so, that's the final recommendation that's being made. Um, just go up. Does the presentation leverage both entity's global reach and local expertise? Okay, cool. Now you can show me your report.

**Johannes Backer:** So just share screen. So we have report samples and then I organized them by uh rubric used and each one has two. They have a scoring matrix and then the actual main report. Um

**Justin Germishuys:** Um,

**Johannes Backer:** so we can go use one as an example. I did fix up the reports. There was some bold text formatting issues.

**Justin Germishuys:** Yeah.

**Johannes Backer:** I just

**Justin Germishuys:** What

**Johannes Backer:** need

**Justin Germishuys:** are

**Johannes Backer:** to

**Justin Germishuys:** you

**Johannes Backer:** upload this in.

**Justin Germishuys:** What are you using to generate the dark X's?

**Johannes Backer:** I think I'm just using pi darkx if I remember. Yeah, dox the docx library.

**Justin Germishuys:** Oh, okay. Okay, that's fine. So, it's converting markdown into the docx.

**Johannes Backer:** Yeah,

**Justin Germishuys:** Okay.

**Johannes Backer:** tables are also whenever there's tables, I put in a page break before and after and rotate the page as well because it's terrible to read tables from a well

00:10:42

**Justin Germishuys:** Okay.

**Johannes Backer:** or in a portrait mode.

**Justin Germishuys:** Repeatedly references understanding co-creation outcomes focus aligning with bio priorities clearly explains how entities services are integrated both internally and with partners effectively. Scroll down. How did it create the top strengths?

**Johannes Backer:** So it took in those individual reports that were generated and then it found the recommendations where it said top strengths. There are some sections that say these are your strengths, these are your weaknesses and then it combines it into a final report depending

**Justin Germishuys:** Okay.

**Johannes Backer:** on what type of analysis

**Justin Germishuys:** So,

**Johannes Backer:** it was.

**Justin Germishuys:** all right. Um, obviously it says no audience interaction, but it's not that it's a presentation. There is going to be no audience interaction. So, you can't criticize it for no audience interaction. Uh,

**Johannes Backer:** Just take

**Justin Germishuys:** scripted

**Johannes Backer:** a little

**Justin Germishuys:** impersonal delivery. I mean, okay, that's a fair point. Um, customer challenges are introduced late and not used to anchor the narrative. That's fine.

**00:11:53**

**Justin Germishuys:** Misses early engagement opportunity. You may not see immediate relevance. comes after lengthy company delayed and weak. Okay, that's good. No clear call to action. That's fine. Insufficient competitive proof points. Claims of uniqueness are not substantiated with data or comparisons. Buyers may doubt differentiation. Risk of being seen as generic. Okay, that's cool. So, I mean this is my point about this is it doesn't have to be right. It has to be useful. And if it's saying do these things, anybody's going to benefit from seeing that they need to do these things. So I think that's fine. Um, okay. So I was a little bit concerned that your prompt and rubrics are too generic and don't clearly define what we mean and what we what we're looking for in terms of good. So I think that as an ongoing exercise I may need to spend like some dedicated time with you just to say okay what would a better um set of evaluation criteria look like?

00:13:03

**Justin Germishuys:** Not not in terms of how we select it but how we provide guidance to the language model to make clearer distinctions between things. Because currently um I can tell you now the good satisfactory needs work. That's useless. Like you may as well chuck that. It does absolutely nothing of value in this whatsoever. What we've just looked at that's like 100% of the value. Okay, cool. So I'm I'm happy just from my perspective it's still doing enough to provide good direction. Allison and Stephen might come along and then next week watch the videos and say, "Oh, our evaluation missed these really obvious things." And then they might come back to you. I don't know if you've been refining relative to your own evaluation of those videos given the criteria.

**Johannes Backer:** To be honest, it's way too painful to watch those videos. I just skim through them occasionally when I have to when I test the interface, but

**Justin Germishuys:** Okay, cool. So now okay let's let's stop present pres presenting for now and then move on to the next thing that we need to talk about.

00:14:15

**Justin Germishuys:** Um we are going to need more time on for development. I think next week I just need to have see how the the week goes but I think we need a day where we're spending at least like four hours together with no other distractions and we're essentially just working our way through building something as a group. It doesn't matter what that thing is just yet. I'll probably come up with something that is sellable. Um, but we need to all get on the same page in terms of how to how we build things, how we conceptualize it, how we plan it out, um, how we set up databases, how we speak to cursor or chatgpt. We we really need to do that. But it's pointless talking about it abstract or theoretically based on memory. we actually have to be doing something. So, I think what I'd really like to do is to almost come up with an idea for something that is really sellable and then see if we can all kind of clear that in a 4-hour period or at least get enough groundwork laid so that we could launch something the following week cuz that is still ultimately the view of how quickly we need to be able to make things.

00:15:31

**Justin Germishuys:** Um, cool. So, this brings me to Kosha. What you need to do is take

one of Yiannis's reports and Yiannis, please share one with her. It doesn't matter which one. Then, um, what we need to do is generate a POV report. Uh, Kasha, do you know how to generate a PV report?

**Kiyasha Singh:** No.

**Justin Germishuys:** Okay. So,

**Kiyasha Singh:** Okay. So,

**Justin Germishuys:** basically, pov.strideshift.ai AI is live. Um, let me just quickly see if you are added to it. Let me just quickly go into Superbase here and then see if you've been added of

**Fanyana Nkosi:** Can you also add me if I'm not

**Justin Germishuys:** Oh, you're not. Okay, let's just see if I may as well just do that now because um No, you're not. So I need to I'm just trying to remember is PV pav is using is it using OTP? Let's have a look.

**Kiyasha Singh:** Yes.

**Justin Germishuys:** All right. So let me add you quickly. Uh okay.

**00:16:48**

**Justin Germishuys:** Add user. Create new user. Kasha just tell me. Okay. Kesha Singh. You've You're so like on the ball. You know that.

**Kiyasha Singh:** Thank you.

**Justin Germishuys:** See, this is what experience gets you. You know what I'm going to ask for before I even ask for it. Okay, then we just have to like fix that comma. Fana, can you do the same? Yiannis, can you do the same if and then I'm going to add you all to Pov. Now, um, if it's I'm just going to set all your passwords to test 1 2 3 4, right?

**Kiyasha Singh:** Okay.

**Justin Germishuys:** Not that it makes any difference because there's no password input anything. Okay. So, Kasha, you should be able to get in now.

**Kiyasha Singh:** Okay.

**Justin Germishuys:** And Bana, it's not strideshift.com. Let's try it.

**Fanyana Nkosi:** Oh,

**Justin Germishuys:** Don't worry, I'll fix it now.

**Fanyana Nkosi:** I tried to type it out.

**Justin Germishuys:** Al and then Yonas, can you do the same?



00:17:56

**Justin Germishuys:** Thank you. It's always good to go last because then you don't accidentally make the same mistakes as everyone else. Um, okay. Test one, two, three, four.

**Fanyana Nkosi:** Super base.

**Justin Germishuys:** Okay. Uh oh, Fana, you've already been registered actually. So you've been you've already you were already on um okay.

**Fanyana Nkosi:** Okay.

**Justin Germishuys:** Okay, cool. So now Kasha, you should have no problem getting in. So

**Kiyasha Singh:** Yep.

**Justin Germishuys:** here's here's what I want you to do today. I want you to take to I'm just trying to think um Yiannis, can you tell me if the the sales pitches that you evaluated, they were not focused on a specific client? Am I right?

**Johannes Backer:** general sales pitches.

**Justin Germishuys:** All right,

**Johannes Backer:** Um,

**Justin Germishuys:** cool. Okay,

**Johannes Backer:** yeah.

**Justin Germishuys:** so Kasha, we we're going to talk a little bit about your workflow. Yiannis needs to send you one of those. It doesn't matter which one, but the report that says this is how they need to rep improve.

00:19:23

**Justin Germishuys:** Keep that in one side. Then what I want you to do is to use chat GPT or open or claude or whatever it is you're using and say, can you give me an example of a client that NT might sell to? Then you get that client information. Then I want you to run a POV report, right? And then what I want you to do is run it with all 15 outcomes. Then what I want you to do is in that same prompt when you said um give me an indication of who they might sell to stick in your PV report and say like pick the three or four outcomes from this that I should prioritize. That's something we need to actually build into prov where we actually have AI recommend which outcomes are most likely. We don't have that in at the moment. So that will be an extension for POV coming soon. But Kia, you're just going to have to do that manually for now. Then what I want you to do is to say, okay, and again in Claude chat GBT, I think Claude is probably

better for this just in terms of the tone, but if you not signed up for Claude, then you know, use whatever.

**00:20:46**

**Justin Germishuys:** It's it's not a big deal right now. We're not trying to get to perfect. So then what I want you to do is to say given these outcomes and this feedback on the sales pitch, can you create? Oh, and then I also need you to put in the transcript that Yiannis is going. So Giannis needs to share the transcript the report. You need to go into Claude and say who would who might NT Global sell to? Get those customer details. Put in entities info as well as this target into path. Get a report. Take that whole chunk, stick it in and say, "Can you please generate a twominut or 3 minute sales pitch for this based on all of this or script?" Then what I want you to do is I want you to try to use the Hey Gen API to generate a v video. I want you to generate it in the interface just because I need you to get more familiar with some of the new features in Hen, you know, voices, u gestures, expressiveness, those sorts of things.

**00:22:04**

**Justin Germishuys:** So I want you to basically spend the day playing with hen and seeing if you can now take that script and then either using cursor but not max or you can even use a um collab notebook see if you can generate a video with the script using the API and then that will be basically it. Okay. And then

**Kiyasha Singh:** Hello.

**Justin Germishuys:** based on that experience, you'll be able to build on what works, what doesn't work, and we'll be able to start to build out the side of the product, which is unbelievably powerful. If you can do a POV report and then from the POV report get to a sales script and actually have an avatar demonstrating to you how it could be done just so that you can benchmark your own performance. That's amazingly powerful and we've done nothing that nobody else in the world can't do. We've just put things together in a really nice way and I think that that's where we need to focus. Cool. Okay. So, Kasha, any questions about that?

00:23:20

**Justin Germishuys:** Or are you anything about this that makes you unhappy?

**Kiyasha Singh:** No, I've noted down what you said. So during the process, if I do get stuck or confused, I will message you.

**Justin Germishuys:** Yeah. I mean, but I mean, it it shouldn't be. So, Yiannis, I need you to just not delay in getting those two things to Kasha.

**Johannes Backer:** I added it into the chat. One report, one transcript

**Justin Germishuys:** Okay.

**Johannes Backer:** for

**Justin Germishuys:** So, Kasha,

**Johannes Backer:** all.

**Justin Germishuys:** ju just go and grab it before if you hadn't seen it there. All right. So, Yiannis, what are your priorities for today?

**Johannes Backer:** Uh, I'm almost done with the back end of Tender Render. Um, I don't know if you guys want to see a sample report that it generates, but it's pretty good. Um the only thing that I have left now is some optimizations to just uh for in case the API where I download documents you know starts failing you know having some fallbacks or back off mechanisms.

00:24:17

**Johannes Backer:** Uh

**Justin Germishuys:** Okay.

**Johannes Backer:** and then after that is the archiving and then the back end is basically done.

**Justin Germishuys:** Okay. So, in plain English with no technical speak, what value does it deliver now? What can you do with it now?

**Johannes Backer:** Okay. Uh,

**Justin Germishuys:** forgetting about how you built it or what features is that what what can it deliver right now or once you're done today and then Kash I'll come back to you

**Johannes Backer:** it delivers those descriptions, but they're super enhanced. Uh,

**Justin Germishuys:** okay

**Johannes Backer:** that's

**Justin Germishuys:** so it's

**Johannes Backer:** the basics.

**Justin Germishuys:** okay great um okay so but those descriptions are not things that a

client can actually use right now They're a precondition for being able to search for a tender that's relevant.

**Johannes Backer:** Yeah, they're the precondition. I can show you how they look like. They look very nice.

**Justin Germishuys:** Okay,

**Johannes Backer:** It's

**Justin Germishuys:** I will indulge

**Johannes Backer:** super

**Justin Germishuys:** you

**Johannes Backer:** nice.

**Justin Germishuys:** and

**Johannes Backer:** Thank you.

00:25:16

**Johannes Backer:** Because I just wanted to show someone.

**Justin Germishuys:** I know you worked hard on it.

**Johannes Backer:** So, this is like a quick document that I use for debugging. So it's a full breakdown of the back end. Uh this is how I calculated uh well I tweaked it a bit to figure out exactly what's the logic flow that I want for the synthesis. I also check document coverage compared to you know how much of the actual document it actually checks stuff like that for optimization. End of the day about between \$8 and \$12 to process a thousand tenders which is not bad at all. And the report itself because it has a lot more context and it uses 4.1 mini is a lot better. discover work a lot more detailed technical requirements even the compliance and legal stuff a lot more

**Justin Germishuys:** So

**Johannes Backer:** so

**Justin Germishuys:** that means it becomes much much easier to do a relevance check against information. This is great. I think that this is great groundwork and I can see lots of instances where we're going to use this as pre-processing for recommendation systems.

00:26:18

**Justin Germishuys:** So, I think that you've you've definitely found or have experience

building out something that um will support anything else like that that we do in the future. Okay, cool. Um,

**Johannes Backer:** I wanted

**Justin Germishuys:** right.

**Johannes Backer:** to show you I wanted to share the code. I just forgot my login details for Dev at Stride Shift and that's the owner of the uh organization in GitHub and I just can't find it. I think it was on my old computer but you have to check out the code. It's beautiful. It is. So, boy, it's the best code I've ever written in my life thanks to Gemini. But it is it is pure

**Justin Germishuys:** All right.

**Johannes Backer:** bliss. It's it's complicated because I use data classes and a lot of fun stuff, but it's pure it's beautiful.

**Justin Germishuys:** Well,

**Johannes Backer:** I

**Justin Germishuys:** I'm

**Johannes Backer:** dream

**Justin Germishuys:** glad

**Johannes Backer:** about

**Justin Germishuys:** that

**Johannes Backer:** the hood.

**Justin Germishuys:** I'm glad that your aesthetic sensibilities have developed in this way.

00:27:12

**Justin Germishuys:** It means that you're probably born to do this kind of work.

**Johannes Backer:** Yes, with AI. I'm not doing this manually. Not a

**Justin Germishuys:** No,

**Johannes Backer:** chance.

**Justin Germishuys:** no, but look, I mean, I think that there are some people who they have like tendencies that are quite useless in society until society is ready for them. Right? And no, I'm not saying this to be nasty. This applies to me, too. Allison tells the story of the hopeful monster, right? And so there was a she tells she told me the story over lunch one day and it just stuck with me because I like the notion of a hopeful monster and I think of myself as a hopeful monster and possibly you too, Yiannis. So prior to the industrial revolution, there were lots of white pepper moths flying around. I forget which country, but they they were thriving. They had a massive population and their um mechanism for survival was camouflage and there were these trees that they

would typically sit on that had white bark and so they were quite obscured.

**00:28:29**

**Justin Germishuys:** Predators couldn't find them but there were like some slight mutants in the population that were gray and they wouldn't survive or you know some would get to procreation. So their populations were relatively small but they kind of like peted along. And then the industrial revolution happened. Massive factories suit everywhere.

**Fanyana Nkosi:** Amen.

**Justin Germishuys:** Those white trees started to go gray. And suddenly the white pepper

**Fanyana Nkosi:** Amen.

**Justin Germishuys:** moths had no advantage. And the gray pepper moths flourished. And so the hopeful monster is here you have like this little mutant that doesn't quite fit into society or the world. and then suddenly the world changes and they're the fittest of them all. So that's the

**Fanyana Nkosi:** That's a cool one.

**Justin Germishuys:** yeah in any case um

**Johannes Backer:** So we are in the industrial revolution.

**Justin Germishuys:** in a different industrial revolution and if we're if we're the great Pepper moths, we're going to be the fittest of them all. And that's kind of where we were trying to get to with all of this.

**00:29:33**

**Justin Germishuys:** Okay. So I think that's cool.

**Kiyasha Singh:** I just want to ask

**Justin Germishuys:** Yeah.

**Kiyasha Singh:** humma please can you give me access? Thank you.

**Johannes Backer:** uh to oh

**Fanyana Nkosi:** This

**Johannes Backer:** to

**Fanyana Nkosi:** is

**Johannes Backer:** the documents. You should be able to log in through your Stride Shift

email.

**Kiyasha Singh:** I do most of the stuff in the field, but okay.

**Justin Germishuys:** We

**Johannes Backer:** I

**Justin Germishuys:** need to

**Johannes Backer:** can

**Justin Germishuys:** start sunseting the field stuff too because it's getting a bit like frustrating for me to try and figure out who's inviting me to what from which account. Um, and since we're all in stride shift, not the field, I would actually prefer it if the field was our or stride shift was our default, I'm certainly making it that way. So, just try as far as possible to send all meeting requests and stuff from Stride Shift. Otherwise, you know, I find I lose time trying to switch between them. All right. Um, okay. So, that's Kha.

00:30:29

**Justin Germishuys:** Yiannis, obviously, you need to finish your thing. Um,

**Johannes Backer:** Almost done.

**Justin Germishuys:** okay. And if you can get that far, then we can at least start delivering uh curated um tenders to to Pragma and um I do think that we don't currently have so Prague was going to be our first paying customer for Tender Render, but now they put on a little bit of a payment freeze. Uh so we just need to kind of suss out where we are at with that.

**Johannes Backer:** So,

**Justin Germishuys:** They're not

**Johannes Backer:** originally the idea was that they were going to have, well, this is something that Allison mentioned a few weeks ago, but they were going to have be like the first test client, like there would be a month where they use it for free or something like that. Just to Well, that was when we actually decided on the interface and all that, but

**Justin Germishuys:** Yeah. So my view and after our conversation the other day is to build out um tender render. Tender render could be a whole business on its own and to build it out and maintain the code base and to get it to work at scale that's going to take that's a serious engineering feat.

00:31:41

**Justin Germishuys:** Right? So it's not that it wouldn't deliver value, it'll deliver enormous value. But we also spoke about whether it's the most useful thing to spend our time on right now. And since Scott was simply prepared to say, look, I'll pay you a certain amount if you just give us, you know, qualified tenders even without any analysis, we figure, well, we can just deliver that part if at all. But now they're not even paying for that part. And so it's still up in the air whether it's something we actually want to do. But we certainly don't want to spend more time and energy on something right now when you could be building 20 or 30 other things that are, you know, more immediately sellable. Cuz I think that in order to get Tender Render out to say a thousand people will probably take a good couple months of work. And I think that I've been down this road so many times that I know that there's a ton of work you would still have to do and you're going to encounter lots of problems when you're trying to use it for more than 10 people.

00:32:44

**Johannes Backer:** Yeah. Like currently, well, yes, yesterday night, I was trying to do some sort of so how the document downloading works is it downloads and processes the documents at the same time to help with API rate limiting and I wanted to get both in a separate pool to work on its own cues because currently how it works is it downloads kills the database connection process creates a new connection for processing new connection for uploading the processing and it's a lot of database connections getting killed and restarted at the same time. But getting those things into different pools was a mess. And that's

**Justin Germishuys:** Exactly.

**Johannes Backer:** one of the optimizations that would technically only be relevant on my device because if it's deployed in the cloud, you use microservices. That's if you want to use microservices and not go for the monolith approach. But

**Justin Germishuys:** Yeah.

**Johannes Backer:** there's

**Justin Germishuys:** But also

**Johannes Backer:** a lot of small things.

**Justin Germishuys:** with only like five or 10 users given the volume of computation you would need to put in the cloud you would be processing an enormous amount racking up not an insubstantial bill on the cloud and we wouldn't be able to charge we wouldn't be able to recoup enough right now to make it profitable.



00:33:54

**Justin Germishuys:** So if it's something we really want to do I think what we need to do is find an engineering team. So I think I'm going to take a minute to talk about strategy because I think all of you the the most important and this is the nice thing with a small team and why it's good that you're in stride shift early in a startup because for your careers this is going to be insight that you wouldn't get ordinarily if you started in a big company cuz this stuff is never presented to you. In a startup, you have to decide like your effort to money ratio, right? And because we're small and we often have to chase the money just to survive, we can't always have the luxury to take on big project builds. My initial view in when I proposed bringing all of you on was that within 6 months and it's already been like nine months and it's proven to be a good bet anyway that within a set number of months you would be ready to pump out prototypes on a basically a daily basis.

00:35:00

**Justin Germishuys:** But our strategy has drifted which is also an important lesson. You start the year with a clear strategy and I consider it my job to keep bringing everybody back to the strategy we agreed on, right? Because at the beginning we said, "Look, we're bringing these people on. They're not engineers. They're going to gain vibe coding skills, but without having worked in industry and having the being able to look back at thousands of hours of mistakes, they still have to there will be a whole set of mistakes that still need to be made as part of the learning curve. That's natural. But for that reason, it becomes very costly for a startup to try to build full products or overly complicated full products. So our initial idea was that we bring you on, we get 60% of the way with a solution with a client so that the client can see here's a thing that they knew that they need that they never knew they needed. And so now we have the thing and then at that point we either partner with or have the client say we will hand over to an engineering team to go and build this out because now we have the specs, we have the design, we have the proof of concept.

00:36:15

**Justin Germishuys:** And so my initial idea was that we only kind of get us get to the proof of concept point before we hand over because we don't have the internal capacity or the funds to do it. Um but then we decided to build our own internal products which makes good sense because with pav with cyborg skills you build it once there's an initial uh capital outlay but you keep selling the same thing over and over and then we don't end up having lots of onetoone consulting sessions where we're helping solve only one problem cuz that's not scalable. But then at a point, you know, the line started to get a bit blurred between us building a few of our own internal products that can sell and resell and so on versus, you know, supporting our clients in finding solutions that they will build out further. So I think we just need to make that distinction a little bit clearer. I do believe that we should still be building our own products. If we already have a list of people ready to sign on to cyborg habits and from year on out like if we don't change anything else we can just keep making money from the same thing.

00:37:30

**Justin Germishuys:** I would like us by the end of the year to have 20 more of those things which means that and I've said this to you before we need to maintain radical simplicity. Often the best solutions are not the most complicated ones or the most technically impressive. Allison is a brilliant seller. She can spin a story around anything, even if it doesn't exist. But we also need to sometimes create an important tension in the business between what we're making and what the sellers are selling. And we need to rein them in, but they need to make us more ambitious. So it's it's very very important that we get those two things right. So what I would really like to do is to start creating lots of repeatable things. So take PV. POV is already the basis. It's extensible. We're seeing with what Kasha is doing now. POV is a core component in creating video scripts, but we can use it as a core component in writing requests for proposals or or responding to RFPs.

00:38:38

**Justin Germishuys:** We've also seen that it can be used

**Fanyana Nkosi:** All

**Justin Germishuys:** to support strategy. Right? So POV can be extended in lots of directions quickly. So

**Fanyana Nkosi:** right.

**Justin Germishuys:** if Kasha succeeds in what she does today, then by the end of next week, we can have an extension that does exactly what she's doing manually today. And then that makes it more valuable. Similarly, because cyborg skills exists, we can take all the challenges and say optimize this for suite and then we can have cyborg habits programmed for a CEO and then we can start selling to CEOs, right? But if you take POV again and you just change the API, it's basically the API stays exactly the same. and you're just changing the prompt instruction and you say don't generate outcomes for jobs to be done. Generate barriers relative to this problem. Then you basically just change the API slightly. The front end stays exactly the same, but now you have a barrier analysis tool that you can package along with POV as part of a suite of tools.

**00:39:50**

**Justin Germishuys:** And then by the end of the year we can have our own MCPS connected to barrier analysis, connected to POV, connected to whatever else we use it for. And then we can have these things usable by AI agents. So that brings me to the strategy with regards to POV and Fiana. Since you're owning that, this is where I need you to go next. Um, obviously Kasha is dealing with one part of this, but I think what I want you to do, Fiana, today until Giannis is cleared up on tender because I really want Yiannis and you to work together um on primarily extending POV just to to make sure that we can get that out quickly next week. Um, next week I'm going to want you to implement what Kia discovers today. the two of you. But Fiana, what I want you to do today is to make make something. Don't use cursor max, use set, but create a superbase table from scratch. If you haven't done something like this before, let chat GPT guide you through it.

**00:41:09**

**Justin Germishuys:** Try to make write scripts that can read and write to tables. I want you to get a feel for how that works because a lot of what we're going to be building from here on out will have a very heavy DB component. And because Superbase is just Postgress SQL and once you've got a sense of schemas and how to divide things up,

you you pretty much can migrate to any other service because it all kind of works the same way. Logically, you just need to figure out like what data you need to collect and how that so I want you to have you done this before what I'm proposing.

**Fanyana Nkosi:** So I did set up uh my own database in superbase for pav. Um I was going to mimic the idea was to mimic what you had built out to see if I can do that

**Justin Germishuys:** No.

**Fanyana Nkosi:** from

**Justin Germishuys:** Okay.

**Fanyana Nkosi:** scratch.

**Justin Germishuys:** So, I essentially don't want you to mimic what I'm doing.

**Fanyana Nkosi:** Okay.

**Justin Germishuys:** What I want you to do is make a make a toy.

**00:42:08**

**Justin Germishuys:** Nothing complicated. just go into AI and say, "Look, I want to build a It doesn't have to include AI APIs or anything.

**Fanyana Nkosi:** Mhm.

**Justin Germishuys:** It just needs to Yeah, you need to go. Oh, you and Fana both." Okay, then. Cheers, Jiannis. Um, we'll connect again on Tuesday. Yes. Cool. Cheers. You too. Okay. So basically Fana one of the problems that um very junior people make and very senior people all people is we try to start with too much complexity. Now, I've been working in these things for like more than 20 years. And so, my brain just automatically does it. And so, I often like take for granted that given just the volume of experience and things that I I've seen, it's very easy for my mind to hold like lots of parts together. So, I need you to start very simply. Just solve the problem of I want to make a small interface. So make a small React interface in cursor.

**00:43:25**

**Justin Germishuys:** Don't have it do anything complex. Then have cursor write SQL. Now you need to say to it, please give me SQL to create a table that I run directly in Superbase dashboard.

**Fanyana Nkosi:** that I

**Justin Germishuys:** Now, yeah, because in in Superbase, you'll see that there's a tables

tab and then there's a SQL tab. Now, what I found is you could get cursor to just write it and use the CLI to generate tables, but it's good for you for now to actually just manually cut and paste that into um Supabase to see what it's generating. What you need to include is say to cursor, please make sure that you include row level security. That's very important.

**Fanyana Nkosi:** All right,

**Justin Germishuys:** Yeah. Okay. But what I'm trying to get you to figure out is how to talk to cursor to give you the SQL needed to do the right thing in Supabase. Right. And essentially what I want to see is CRUD. Now, um, CRUD stands for create, um, what does the

**00:44:46**

**Fanyana Nkosi:** C

**Justin Germishuys:** R?

**Fanyana Nkosi:** R U D.

**Justin Germishuys:** Yeah, CRUD stands for. Okay. Um, yeah, sorry. Create, read, update, and delete. I forgot what the R stands for. So, basically, that is what you often that's what cyborg skills or cyborg habits does at the moment. It has like each page has a read operation relative to a cohort ID. So it says the user is logged in. It stores for the session what the the user's ID and what their cohort ID is. Then it says what challenge content do I have to read? And so it reads that and presents it on the screen. When we add a user, that's a write operation. When we edit a user to change their admin status, that's an update operation. And if we delete them, that's a delete operation. So essentially to get a full-scale app, you can actually create one. So cyborg skills has no backend. I don't know if you know that.

**Fanyana Nkosi:** No, I thought the The database was the back end.

**00:46:02**

**Justin Germishuys:** So the the database is the database. So often apps have three parts. PV has three parts. PV has a front end, a back end and a database.

**Fanyana Nkosi:** The pieces

**Justin Germishuys:** But Cyborg Habits just has a front end and the database. And you can build a lot of logic into the database and into the front end because of JavaScript.

Um so that was a very interesting exercise for me. But if you want to start running like LLMs and you want to do like hectically complex things, Supabase has this new feature called edge functions which means that you can actually have it do backend type stuff for you directly in Supabase without having a separate backend. So that has proved quite hard. So in cyborg habits for instance, you need special permission to add and remove users and you the it won't let you create a front end that does that because it's not secure. You you have to give it override permission to to change a user's password, right? Because basically what it's doing is it's circumventing the usual security And so that can't be in the front end because you can't give any enduser access to that.

**00:47:21**

**Justin Germishuys:** So instead of creating a backend that needs to be maintained, all that I did is I created four edge functions for adding, deleting, updating. But for all other data, you don't need that. So what I want you to do is um basically I want you to create react. I want you to use the Supabase UI for login. Then don't worry. I discovered recently that JWT or um I forget what it's called. It's not 100% like important for this. So don't worry too much about it. But essentially what I want you to do is make a very simple app that doesn't use AI or anything fancy. It's just a form basically. So a user gets a form. That form can put things in a database. The things in the database needs to be displayed. You need to be able to click in update that stuff or delete it. So essentially I want you to make a basic CRUD app.

**Fanyana Nkosi:** Okay.

**Justin Germishuys:** If you go into chat GPT or Claude or whatever and you say, "Look, walk me through making a a CRUD app or tell me what I need to do for a basic CRUD app and I want to be able to see the the inputs displayed in another place.

**00:48:45**

**Justin Germishuys:** I want to be able to click back, edit the form, update the contents, basically a simple form app because that with login and then that will give you enough initial experience to work between POV and Supabase in the coming week. Um, and like I said, Supabase, I know Stephen is um a little bit skeptical of Supabase, but Supabase has gotten tons of funding. It's not just an open-source project anymore. They have industry standard security. It's all good. Um,

**Fanyana Nkosi:** Thank you.

**Justin Germishuys:** cool. Um, and I don't want you to tie yourself in knots with doing anything theoretical. So, this is another mistake I don't want you to make. I don't want you to sit and read documents for five hours today. I want you to start

**Fanyana Nkosi:** get in.

**Justin Germishuys:** and just make it

**Fanyana Nkosi:** Okay.

**Justin Germishuys:** and make make the mistakes cuz that's the only way you're going to you're going to get the hang of it. And I don't want like intricate mirror designs or anything like that.

**00:49:54**

**Justin Germishuys:** I want you to get an idea for a basic cred app, not too many parts, simple form, maybe four or five fields that can be updated. And there you go. Just make that today. And then Kasha, you you know what I require and if at all I need to pull you back into cyborg habits considering that we're going to launch next week, obviously that takes priority. Okay, cool. And then as of next week Fana that you'll work with Yiannis and then Kasha you and I will sit down to say okay what's next for you because cyborg habits is still your product to own but we want to make an ecosystem we need marketing we need to take

**Fanyana Nkosi:** He's

**Justin Germishuys:** what we have and add things to make it commercial so that we can do B2C with it and so I'm going to ask you to to take it further on that front.

**Kiyasha Singh:** Okay,

**Justin Germishuys:** Cool.

**Kiyasha Singh:** cool.

**Justin Germishuys:** Okay. Thanks, T. I will chat to you again on Tuesday. And if I don't speak to you again, have a fantastic long weekend.

**00:50:58**

**Justin Germishuys:** Oh, Kasha,

**Fanyana Nkosi:** good.

**Justin Germishuys:** we might speak again later for our check-in, which might be quick.

Yeah,

**Kiyasha Singh:** Is it scheduled for today?

**Justin Germishuys:** I don't see one. But

**Kiyasha Singh:** I either

**Justin Germishuys:** I I can't imagine that there's I'll just leave a note saying since there's but also can I ask you just if you haven't yet have I given you admin or super admin access to cyborg habits?

**Kiyasha Singh:** you've given super admin I've already added a cohort deleted it and yeah

**Justin Germishuys:** It worked. Okay. Fantastic. Okay, cool. Then I I feel quite confident that there's enough testing, although I was a little bit annoyed because Replet went down last night because their downstream's provider went down and that that can happen at any time. So, um, look, that can happen no matter what. This isn't high stakes financial data for whatever reason. It has never happened before, but I might need to think about deploying it. I don't want to deploy it on the cloud just yet for the pilot because that incurs too many costs, but let's just monitor the situation.

00:52:16

**Justin Germishuys:** Okay, cool. I will release you. Good luck with all you have to do. And Kesha, as soon as you've produced anything with Hey Jen, let me know. As

**Kiyasha Singh:** Okay.

**Justin Germishuys:** I said, don't just I want you to get the hang of using the API, but also I want you to get the hang of any new functionality that Hen has because

**Kiyasha Singh:** Okay.

**Justin Germishuys:** as I said to you um earlier this morning, if you can really get the hang of like doing all that H gen has to offer, that gives us more opportunities for things to sell. It also gives us more opportunities for marketing. And we're also currently considering where whether we're bringing more dabbers on for a blitz internship. And if they do, then Fana Kasha, you will be their mentors in my view. I mean, I I haven't spoken to anybody else about it, but I would like you to help them see what their futures could look like if they apply themselves. And those individuals might end up becoming our colleagues.



00:53:20

**Justin Germishuys:** So also think about who you've worked with who might be in that blitz internship who you think would be really really good for us. Um okay cool. Okay.

**Kiyasha Singh:** Okay.

**Justin Germishuys:** Okay. Do I detect any kind of apprehension or nervousness? Yeah, sure.

**Fanyana Nkosi:** Yes, it's just like a lot to think about.

**Kiyasha Singh:** Yeah.

**Fanyana Nkosi:** Okay. Being a mentor and all that. Okay.

**Justin Germishuys:** About

**Fanyana Nkosi:** Uh just thinking about uh being a mentor and thinking about the people that might be good.

**Justin Germishuys:** Yeah. Look, I mean, you don't have to focus on that now. I just said that because it popped into my head. K. Are you apprehensive about anything that need that relates to today?

**Kiyasha Singh:** uh with Hey Jen, I'm just I haven't really been on here for a while. So, when you said using the API and things, I'm like, okay, time to do some research.

**Justin Germishuys:** Yeah, but look, it's low stakes. There's nothing that's going to break if you struggle today. So, it's not it's not brain surgery. Um, no one's going to die. Just But this is a new thing.

**Transcription ended after 00:55:18**

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