What are Agent Skills?

Skills are **organized collections of files** that package **composable procedural knowledge** for agents

```
anthropic_brand/
    ├ SKILL.md
    ├ docs.md
    ├ slide-decks.md
    └ apply_template.py
```

Here Trinity (Agent) in Matrix Movie is learning / loading B-212 Helicopter Flying program (Skill, predefined reusable intelligence) in its context, when required.

Skills are just folders

```
anthropic_brand/
    ├ SKILL.md
    ├ docs.md
    ├ slide-decks.md
    └ apply_template.py
```

Skills can include scripts as tools

anthropic/brand_styling/slide-decks.md

```
## Anthropic Slide Decks

- Intro/outro slides
    - background color: `#141413`
    - foreground color: oat
- Section slides:
    - background color: `#da7857`
    - foreground color: `#141413`

Use the `./apply_template.py` script to update a pptx file in-place.
```

anthropic/brand_styling/apply_template.py

```
import sys
from pptx import Presentation

if len(sys.argv) != 2:
    print("USAGE: apply_template.py <pptx>")
    sys.exit(1)

prs = Presentation(sys.argv[1])
for slide in prs.slides:
    ...
```

Skills are progressively disclosed

anthropic/brand_styling/SKILL.md

YAML Frontmatter

```
---
name: Anthropic Brand Style Guidelines
description: Anthropic's official brand colors and typography…
---
```

Markdown

```
## Overview

This skill provides Anthropic's official brand identity resources for PowerPoint
presentations. It includes a pre-branded template and tools to apply Anthropic
styling to existing presentations.

## Colors

- Dark: `#141413` - Primary text and dark backgrounds
- Light: `#faf9f5` - Light backgrounds and text on dark
- Light Gray: `#e8e6dc` - Subtle backgrounds

## Workflows

When creating presentations, read `./slide-decks.md`
When creating professional documents, read `./docs.md`
```

anthropic/brand_styling/slide-decks.md

```
## Anthropic Slide Decks

- Intro/outro slides
     - background color: `#141413`
     - foreground color: oat
- Section slides:
     - background color: `#da7857`
     - foreground color: `#141413`

... and so on ...
```

anthropic/brand_styling/docs.md

```
## Documents

* every document should start with a title, a list of authors, and the creation date

* if you use tabs in GDocs, make sure the main doc is titled as such

... and so on ...
```

Manual Prompting vs. Agent Skills (The Evolution)

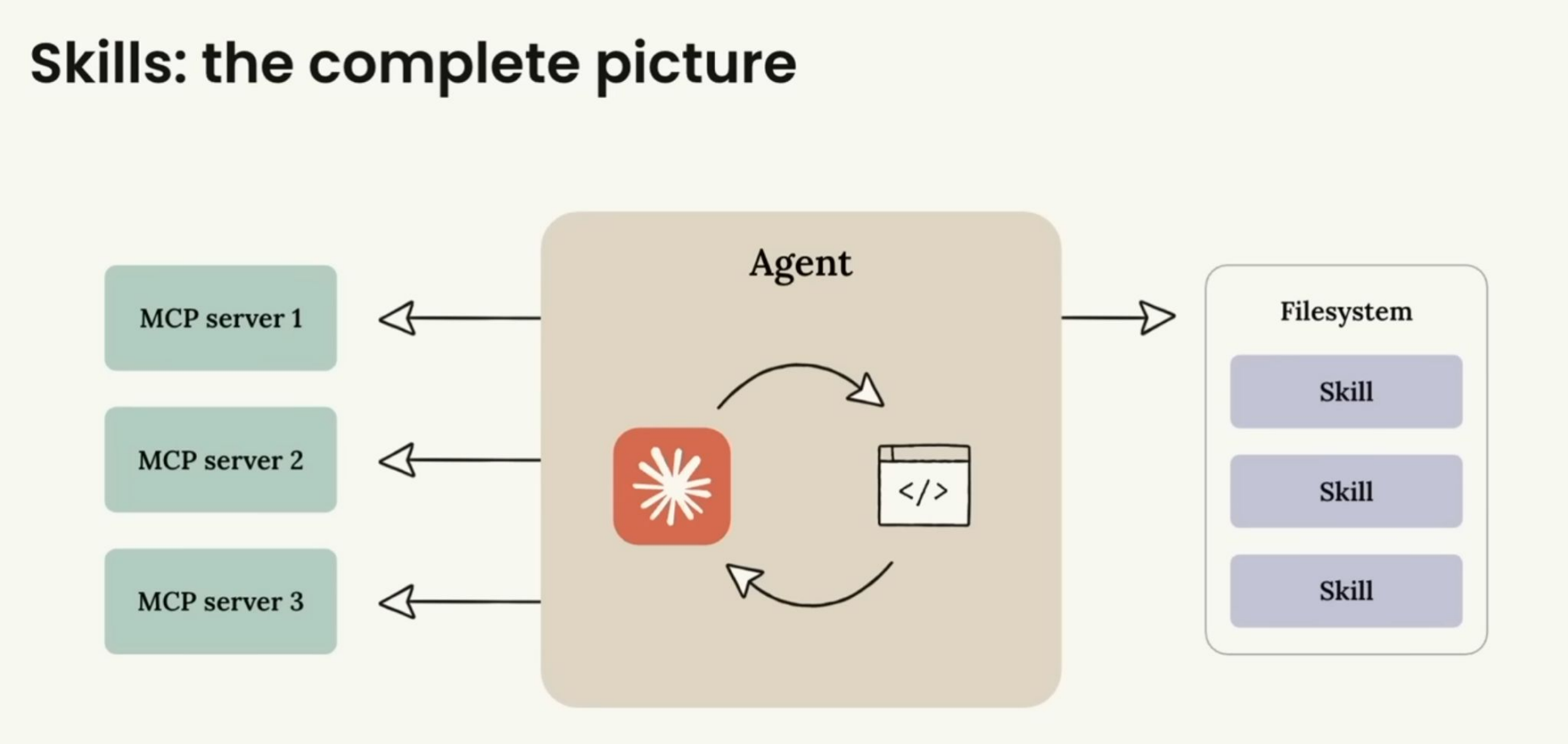
Concept: Proving the value proposition

Feature	Manual Prompting	Agent Skills (SKILL.md)
Reliability	Ad-hoc / Best effort	Deterministic / Script-backed
Token Cost	Pay for "rules" in every turn	Load rules only when triggered
Asset Type	Disposable conversation	Reusable, scalable IP (Intellectual Property)
Integration	Requires a human "paster"	API-ready via Agent SDKs

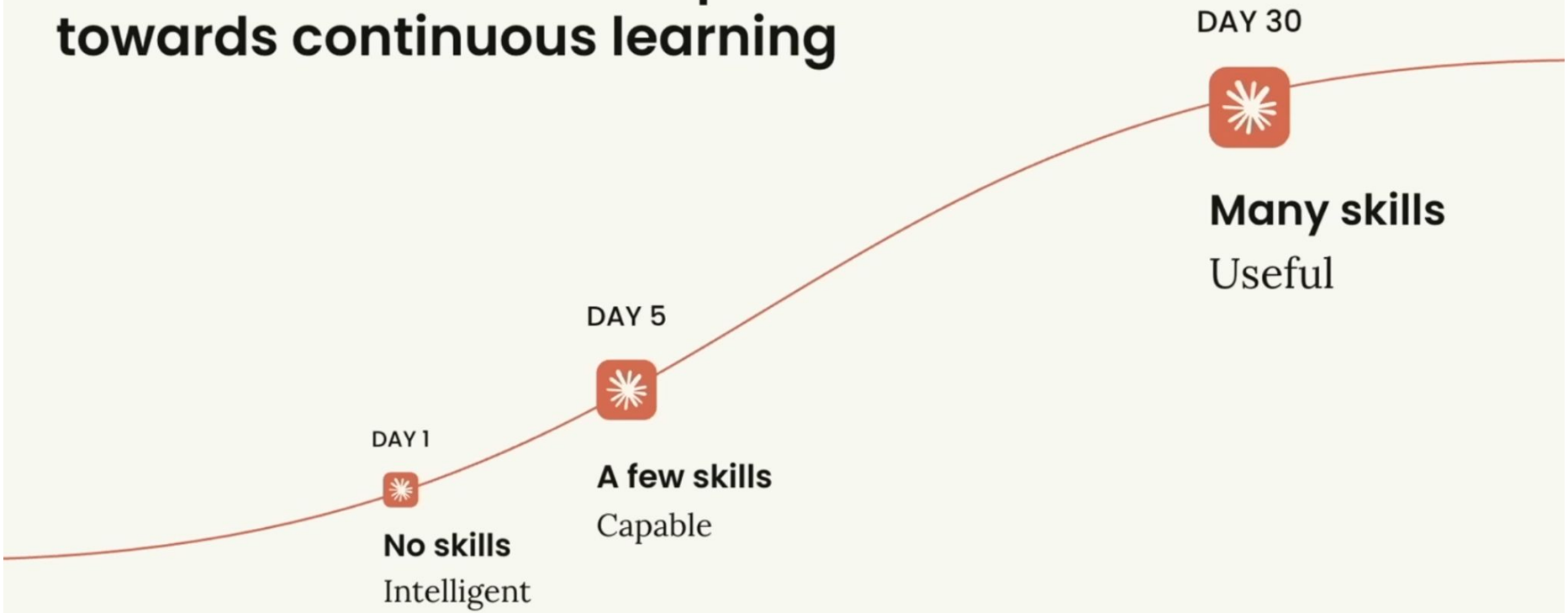
Trends in the Skills ecosystem

- More complex, production-grade skills
- Skills complementing MCP servers
- Non-developers building high-value skills

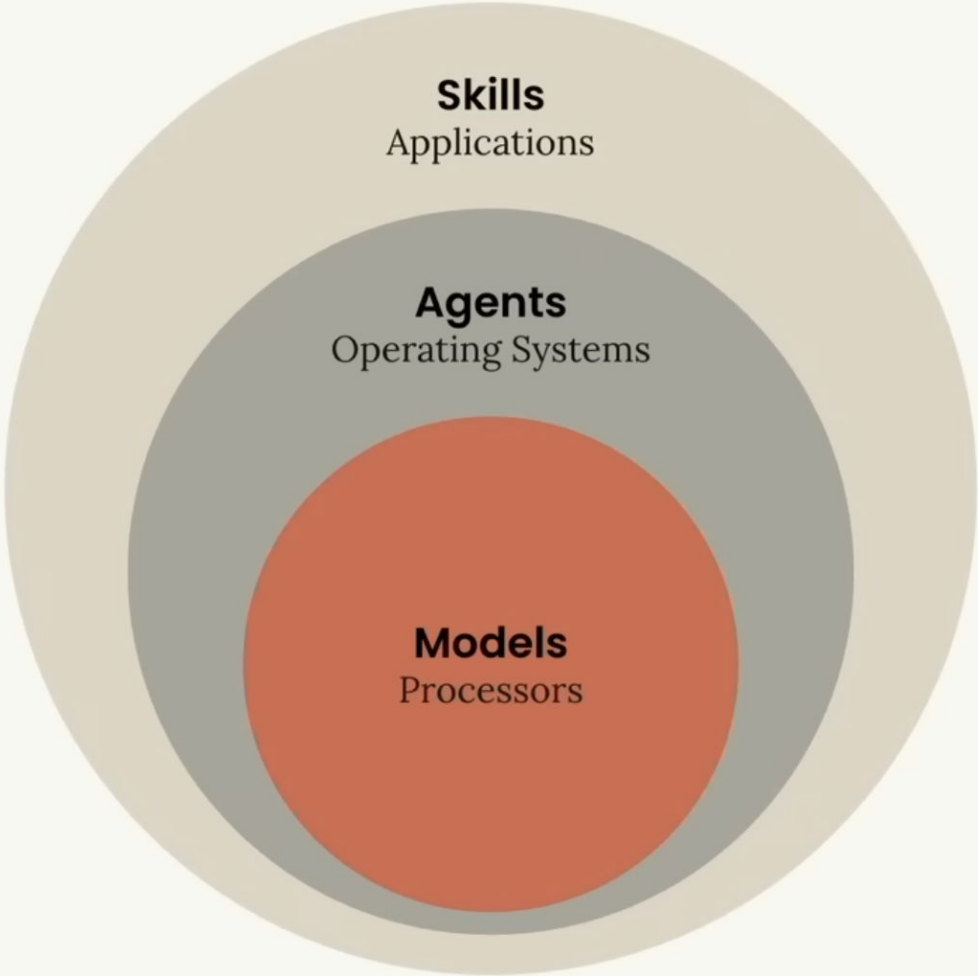
General Purpose Agents



Skills are a concrete step towards continuous learning



Moving up the stack



Agent Skills: Official Open Standard

Announced December 19, 2025 | **agentskills.io**

The Announcement

Released as Open Standard

"We're launching Agent Skills as an independent open standard with a specification and reference SDK" — Mahesh Murag, Anthropic

agentskills.io | github.com/agentskills/agentskills

Official Adopters Grid

Native	Claude Code	Claude.ai	VS Code	GitHub	
Adopted	Cursor	Goose	Amp	OpenCode	Letta

Any agent can integrate Skills via agentskills.io/integrate-skills
Same playbook as MCP — open standard, universal adoption

Enterprise Partners

ATLASSIAN · Canva · Notion · ramp · SENTRY · CLOUDFLARE

Source: agentskills.io, VentureBeat, The New Stack

Panaversity

Agent Skills Ecosystem - Industry Adoption (December 2025)

Agent	Vendor	Skills Support	Directory Format	Status
Claude Code	Anthropic	✅ Native	.claude/skills/SKILL.md	Production (Oct 2025)
Codex CLI	OpenAI	✅ Beta	.codex/skills/SKILL.md	Beta (Dec 2025)
Goose	Block (Square)	✅ Adopted	.claude/skills/ + .goose/skills/	Production (2025)
Gemini CLI	Google	🔄 Under Review	—	Issue #12890
Qwen Code	Alibaba	🔄 P1 Roadmap	—	Issue #965

💡 Claude Skills format is becoming the industry standard. Skills written once work across multiple agents.

SKILL.md Format Specification

```
---
name: skill-name
description: One-line description for agent discovery
---

# Skill Title

## When to Use
Trigger conditions and use cases.

## Instructions
Step-by-step guidance for the agent.

## Examples
Concrete examples of correct behavior.

## References
See [REFERENCE.md](./REFERENCE.md) for detailed docs.
See [EXAMPLES.md](./EXAMPLES.md) for more examples.
```

~100 tokens

Progressive Disclosure

```
.claude/skills/my-skill/
├── SKILL.md      # Entry point (~100 tokens at startup)
├── REFERENCE.md  # Loaded on-demand (0 tokens until needed)
├── EXAMPLES.md   # Loaded on-demand (0 tokens until needed)
└── scripts/
    └── helper.py # EXECUTED, never loaded (0 tokens always)
```

0 tokens (executed only)

SkillPort: Universal Skills for Any Agent

One MCP Server → Skills Everywhere

How It Works

>_ Install SkillPort

```
pip install skillport
```

2 Add to your MCP config

```
{
  "mcpServers": {
    "skillport": {...}
  }
}
```

✓ Your agent now has Skills

Same SKILL.md format as Claude Code

What You Get

- ✅ Same skills work across ALL agents
- ✅ No code changes to your agent
- ✅ Progressive disclosure (token efficient)
- ✅ Works with any MCP-compatible framework

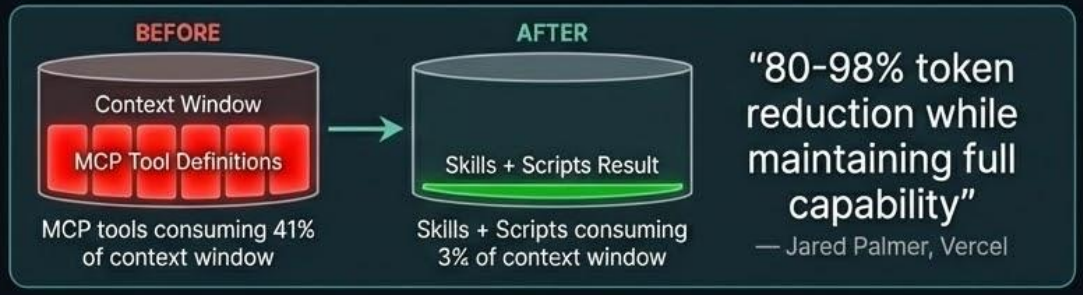
💡 **Native support (Claude Code, Cursor, Goose) = No bridge needed.**
Everything else = SkillPort is the answer

Official spec: agentskills.io/integrate-skills
For tool buliders adding native support 🔗

MCP + Skills: Token-Efficient Agent Architecture

The Token Problem

Result



The Solution Pattern

When to Use Each

Use MCP Directly	Use Skills + Scripts
Simple, single API call	Complex multi-step workflows
Infrequent tool use	Repeated operations
Quick lookups	Data processing, validation

AGENTS.md: Universal Project Instructions

One file → Works with ALL AI coding agents

What is AGENTS.md?

A markdown file that tells ANY AI agent how your project works

- Created by OpenAI
- Adopted by 60,000+ open source projects
- Now an AAIF open standard (Dec 2025)

Works with:

Agent-Specific Files

Agent-specific files (like CLAUDE.md) can include universal instructions by referencing @AGENTS.md:

```
# CLAUDE.md
@AGENTS.md

## Claude-Specific Features
- Tool permissions
- Extended context
...
```

Write universal guidelines once in **AGENTS.md**
Reference with **@AGENTS.md** in any agent-specific file

Best Practice

```
your-project/
├── AGENTS.md        # Universal foundation (all agents)
├── CLAUDE.md        # @AGENTS.md + Claude extras (optional)
├── .claude/skills/ # Reusable capabilities
└── src/
```

💡 **AGENTS.md** = Universal project context (write once)
@AGENTS.md = Reference it from any agent-specific file
Works everywhere. No duplication.


Agentic AI Foundation
THE LINUX FOUNDATION
goose
AGENTS.md

Your Journey to Becoming a Certified Agentic AI & Robotics Engineer

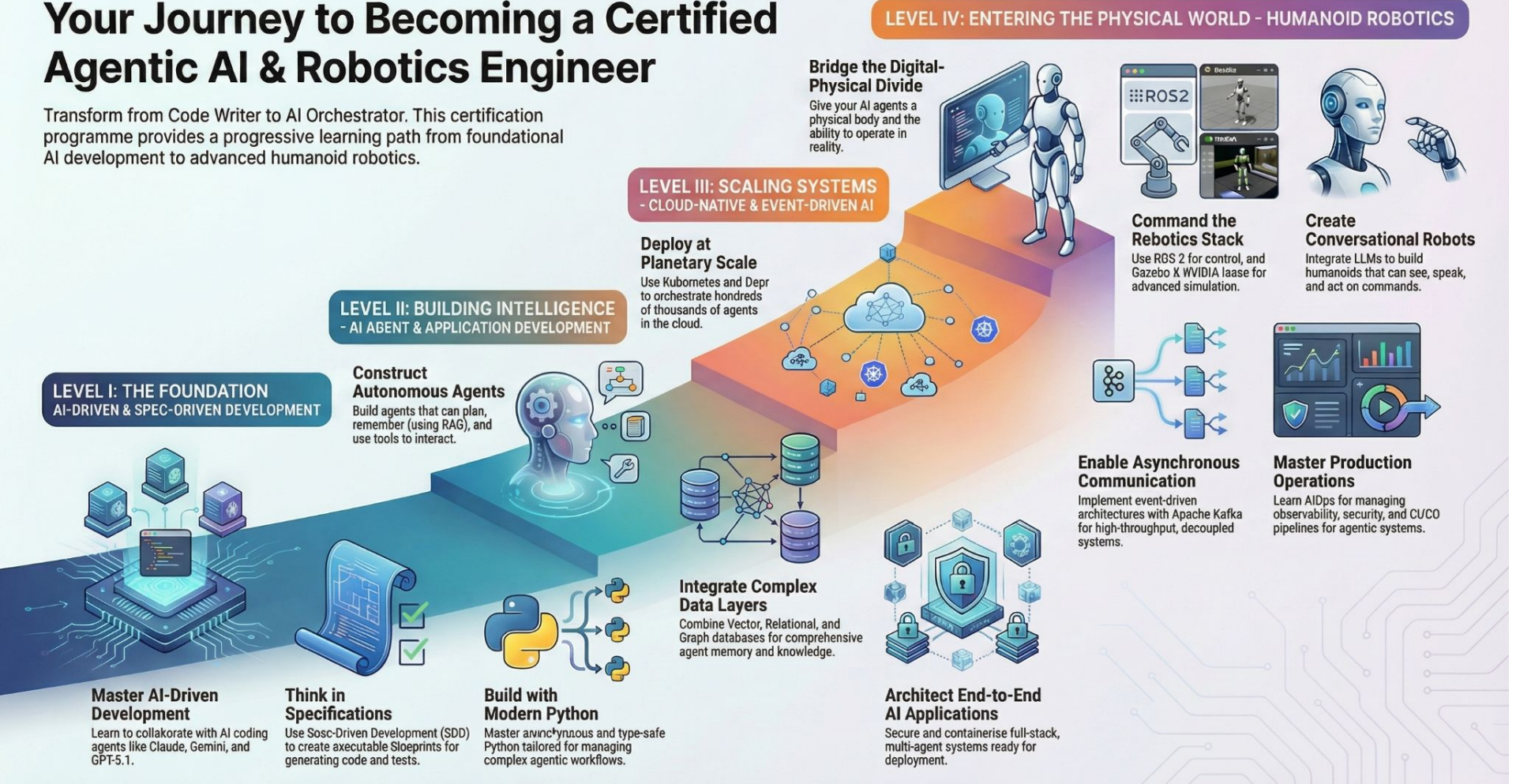
Transform from Code Writer to AI Orchestrator. This certification programme provides a progressive learning path from foundational AI development to advanced humanoid robotics.

LEVEL IV: ENTERING THE PHYSICAL WORLD - HUMANOID ROBOTICS

LEVEL III: SCALING SYSTEMS
- CLOUD-NATIVE & EVENT-DRIVEN AI

LEVEL II: BUILDING INTELLIGENCE
- AI AGENT & APPLICATION DEVELOPMENT

LEVEL I: THE FOUNDATION
AI-DRIVEN & SPEC-ORIVEN DEVELOPMENT



Bridge the Digital-Physical Divide
Give your AI agents a physical body and the ability to operate in reality.

Command the Rebotics Stack
Use RGS 2 for control, and Gazebo K WVIDIA laase for advanced simulation.

Create Conversational Robots
Integrate LLMs to build humanoids that can see, speak, and act on commands.

Deploy at Planetary Scale
Use Kubornetes and Depr to orchestrate hondreds of thousands of agents in the cloud.

Construct Autonomous Agents
Build agents that can plan, remember (using RAG), and use tools to interact.

Enable Asynchronous Communication
Implement event-driven architectures with Apache Kafka for high-throughput, decoupled systems.

Master Production Operations
Learn AIDps for managing observability, security, and CUCO pipelines for agentic systems.

Integrate Complex Data Layers
Combine Vector, Relational, and Graph databases for comprehensive agent memory and knowledge.

Master AI-Driven Development
Learn to collakorate with AI coding agents like Claude, Gemini, and GPT-5.1.

Think in Specifications
Use Sosc-Driven Development (SDD) to create executable Sloeprints for generating code and tests.

Build with Modern Python
Master arwnc'yrnous and type-safe Python tailored for managing complex agentic workflows.

Architect End-to-End AI Applications
Secure and containerise full-stack, multi-agent systems ready for deployment.

https://docs.google.com/document/d/1Rn-D3qIdMjJL-_HB4mE0tb5nCpxqlSUkwmiRFCcjiKc/edit?usp=sharing

The AI Revolution in Software

Three parallel paths transforming how we build and deploy technology

Use General Agent to Program (Claude Code)

Supercharge Coding (also solve business problem as General Agent)

Develop AI Agents (Open Agents SDK)

Create Products with AI at the core

AIOps (Using AI Agents for AI Operations)

Maintain, Monitor, & Scale AI Systems

The AI Development Revolution

The most significant transformation in software development

The scale of transformation

The **$3 trillion developer economy** (equivalent to France's GDP) and why it's being restructured in 2-3 years instead of the typical 10-15 year cycle.

Developer evolving role

The shift from **developer-as-typist** to **developer-as-orchestrator.**

Why this is different?

Internal disruption (**software disrupting itself**), universal impact (all roles affected), unprecedented speed, and the recursion effect.

The autonomous agent era

The Evolution from code completion → function generation → feature implementation → autonomous agents (Gen 1 through Gen 4).

Essential Tools Ecosystem

The modern AI development toolkit

Coding Agents

- Claude Code
- Goose, Gemini CLI
- OpenAI GPT5-Codex
- Supporting Standards: MCP and Agent Skills

Spec-Driven Development

- Panavesity Spec-Kit Plus
- Amazon Kiro
- Wessl

AI Frameworks

- OpenAI Agents SDK
- Anthropic Agents SDK
- Supporting Standards: MCP and Agent Skills

Deployment

- Vercel / Netlify
- Docker / Kubernetes / Dapr
- Ray

Spec-Driven Development - the future of building digital products

Spec-Driven Development

Clear specifications unlock AI agent potential

The Problem with "Vibe Coding"

Unclear requirements lead to endless iterations and unpredictable outputs from AI agents

The Solution

Write detailed specs before coding. AI agents execute better with clear instructions.

Benefits

- Consistent AI outputs
- Fewer iterations needed
- Better team alignment

Spec First → AI Executes → Quality Results

Spec Kit Plus

Structured specs for AI agents

What It Provides

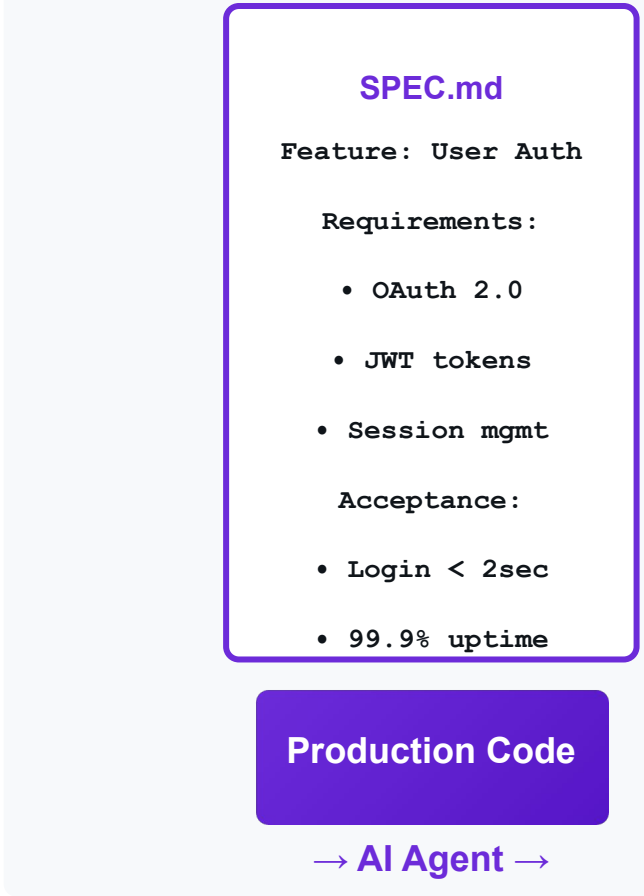
Templates and standards for writing clear, actionable specifications that AI agents can execute

Core Components

- Feature specifications
- Vertical Sub agents and Skills (Skill Libraries)
- Prompt History and Architecture decision records
- Test Driven Development

Transform ideas into AI-executable specs

https://github.com/panaversity/spec-kit-plus



Spec Driven Development

The Nine Pillars of Agent Factory

1. **AI CLI & Coding Agents** (tools like Claude Code, Gemini CLI, OpenAI GPT5-Codex)
2. **Markdown as Programming Language** (natural language specifications become executable)
3. **MCP Standard** (Model Context Protocol—universal tool integration)
4. **AI-First IDEs** (editors like Zed and Cursor built for AI collaboration)
5. **Linux Universal Dev Environment** (standardized development through WSL/Mac/Linux)
6. **Test-Driven Development** (TDD for quality confidence at scale) also **Evals** for Reasoning Testing
7. **Specification-Driven Development with SpecKit Plus** (structured methodology)
8. **Composable Vertical Skills** (reusable domain expertise components)
9. **Universal Cloud-Native Deployment** (standardized infrastructure with Kubernetes, Docker, Dapr)


THE TOOLING & INTERFACE LAYER
OpenAI Codex
Claude Code
Gemini CLI
Zed
Cursor
MCP STANDARD
THE LANGUAGE OF SPECIFICATION
MARKDOWN AS PROGRAMMING LANGUAGE
SPECKIT PLUS
ENGINEERING & QUALITY STANDARDS
TDD & EVALS
COMPOSABLE VERTICAL SKILLS
INFRASTRUCTURE & ENVIRONMENT
WSL
LINUX
DOCKER
KUBERNETES
DAPR
UNIVERSAL DEV ENVIRONMENT
CLOUD-NATIVE DEPLOYMENT
Digital FTEs

Agent Evals (The "Exam" for Your Digital Employee)

Goal: To differentiate "Testing Code" (TDD) from "Testing Reasoning."

Enterprises need to know the accuracy rate of an agent before paying for it.

- **The "Golden Dataset":** Before deployment, the agent must pass a set of 50 real-world scenarios (e.g., "Here is a messy invoice, extract the tax ID").
- **Accuracy Scoring:** Move beyond "Pass/Fail" code tests. Introduce "Semantic Similarity" scoring—did the agent understand the *intent* even if the phrasing was different?
- **Regression Testing:** "Every time we update the `SKILL.md`, we run the 'Exam' to ensure previous skills haven't degraded."

Monetizing Expertise: The 2026 Revenue Playbook

Beyond the Service: 4 Models for Monetizing Agent Skills and Custom Agents.

Aligning Price with the Economic Value of Codified Intelligence

Model 1: The "Digital FTE" (Subscription)

- How: Monthly fee for a fully managed, hosted agent (e.g., $1k/mo).
- Value: "Hands-off" automation for the client.

Model 2: The "Success Fee" (Outcome-Based)

- How: Commission on results (e.g., $5 per lead, 2% of savings).
- Value: High-trust "Pay-per-Value" alignment.

Model 3: The "License" (IP Ownership)

- How: Annual or Perpetual fee to use your proprietary Agent Skills and logic folders within their infrastructure.
- Value: Client keeps data in-house; you monetize the "Recipe" (The SKILL.md). (Defense, FinTech, Healthcare)

Model 4: The "Skill Marketplace" (Distribution)

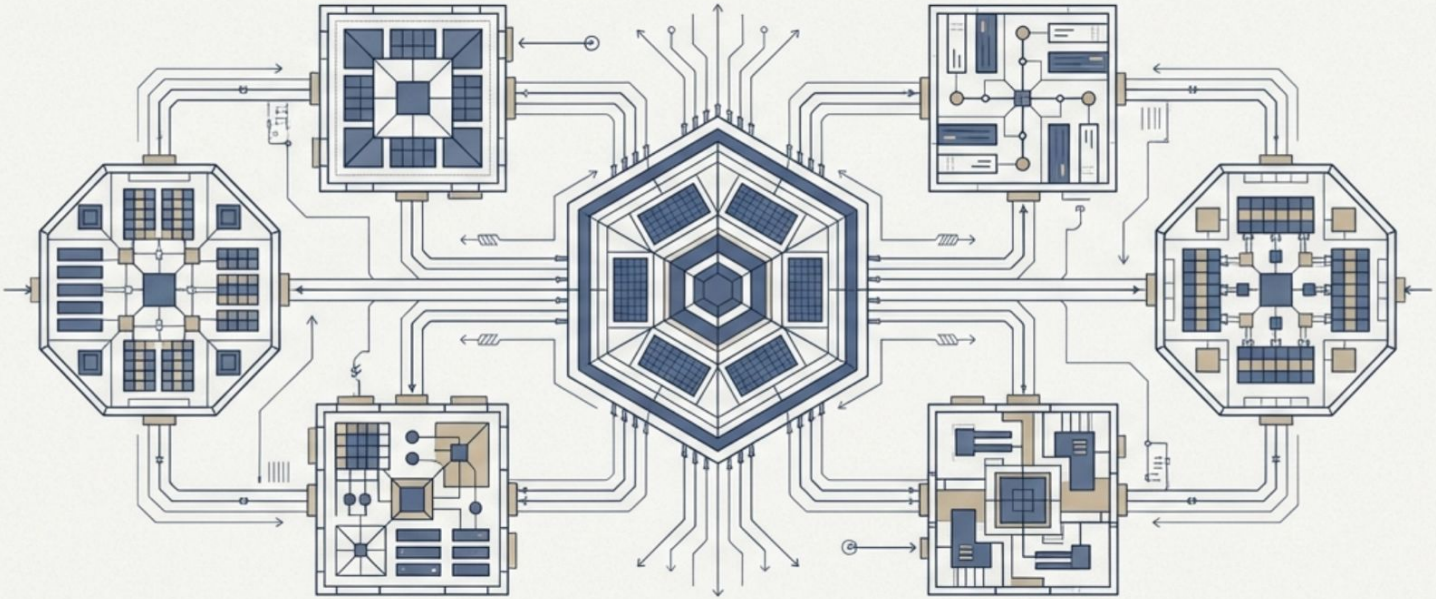
- How: Sell modular "Expertise Packs" via a store or ecosystem.
- Value: Scale through volume; build a brand around specific niche expertise.

Deep Dive into the License Model

In the world of Spec-Driven Development, the "License" isn't just for software—it's for the Skill Folder and Agents

License Type	What is being sold?	Revenue Style
White-Label	The right to rebrand your Agent Skill, MCP or Agents as their own.	High Upfront + Royalty
Enterprise Site License	Unlimited use of a Skill, MCP, and Agents across a whole organization.	Annual Recurring (ARR)
Developer License	The right to use your Skill and MCP as a "sub-module" in their agents or SubAgent.	Usage-based or Flat Tier

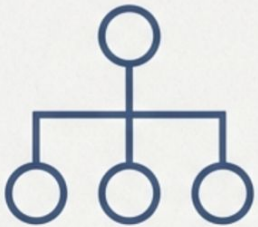
Our Vision



Our vision is to create Digital Full-Time Equivalents (Digital FTEs) that perform real, repeatable knowledge work.
These are structured AI workers, designed for specific functions, distinct from generic, conversational AI.

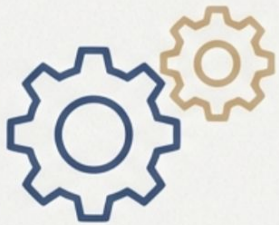
What defines a Digital FTE?

A Digital FTE is an AI worker engineered for predictability and purpose. It has four defining characteristics:



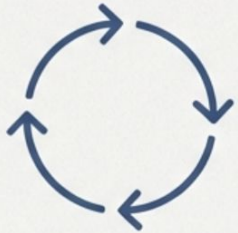
Defined Role

It is assigned a specific job function, similar to a human employee.



Uses Tools & APIs

It interacts with other systems and data sources to complete tasks.



Operates Continuously

It is designed for persistent, ongoing work, not just on-demand queries.

Predictable Cost & Behaviour

Its operational parameters are controlled and measurable.

Digital FTE stands for Digital Full-Time Equivalent

To understand why this is a "Monetization Playbook" item, it's best to look at it as the transition from selling software to selling labor.

1. The Origin: What is an "FTE"?

In traditional business, an **FTE (Full-Time Equivalent)** is a unit of measurement used to represent the workload of one full-time employee (typically 40 hours a week).

- If you have two part-time employees working 20 hours each, they equal **1.0 FTE**.
- Companies use this metric to decide their "headcount" budget.

2. The Shift: What is a "Digital FTE"?

A **Digital FTE** is an AI agent that is built, "hired," and priced as if it were a human employee. Instead of charging for "software licenses" or "API tokens," you are charging for a **virtual role**.

- **Traditional SaaS:** You pay $50/month per user for a tool (like Salesforce).
- **Digital FTE:** You pay $1,500/month for an "AI Sales Agent" that performs the work of a junior staffer.

Digital FTE Continued

3. Why this is a Monetization Power-Move

"Digital FTE" is a key model because it changes **who** pays for the AI:

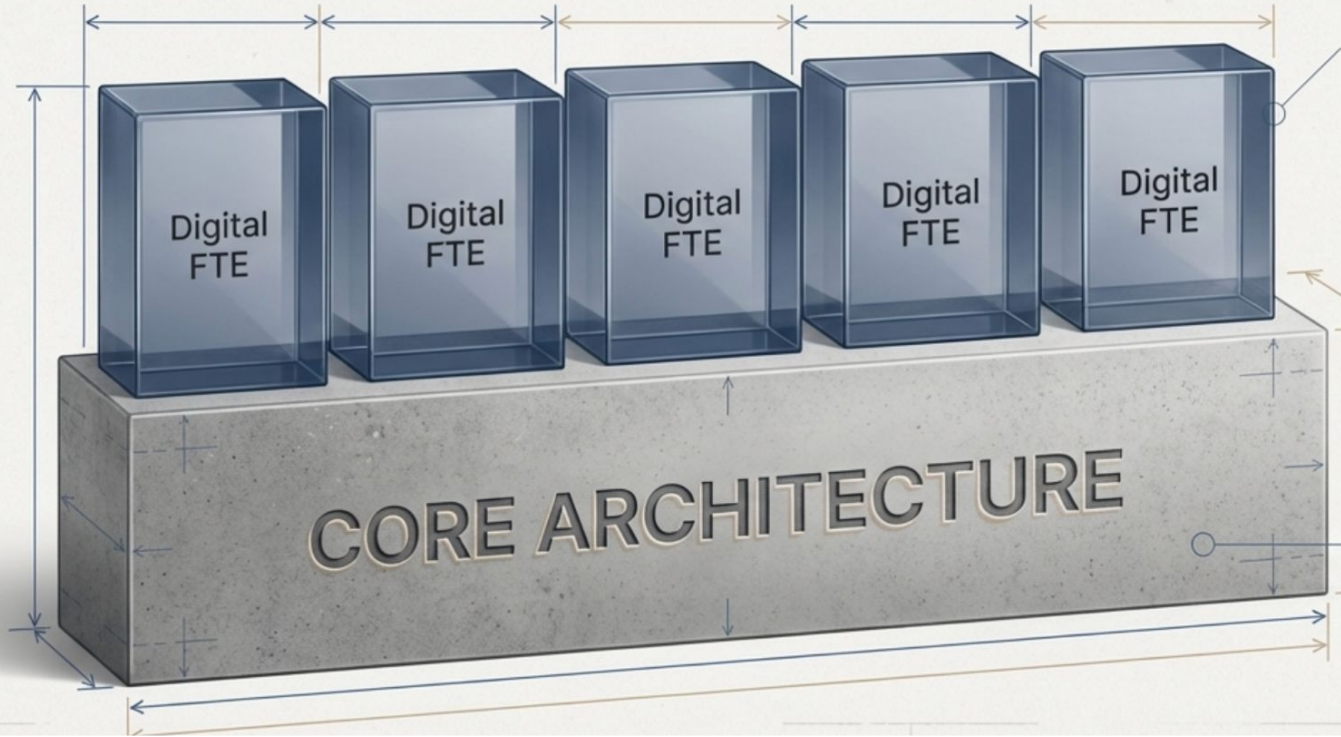
- **Tapping into "Headcount" Budgets:** IT budgets (software) are usually small and strict. HR/Departmental budgets (salaries) are often 10x larger. By calling your agent a "Digital FTE," you can charge significantly more because you are being compared to a **$50,000 salary**, not a **$50 software subscription**.
- **Outcome over Usage:** Customers don't care how many "tokens" the agent uses; they care that the job is done. A Digital FTE price is easy for a CEO to understand: *"I'm paying $1k for a bot that does $4k worth of human work."*

4. How it fits your "Agent Skills" Story

Using the logic we developed for our previous slides:

1. **Your Knowledge:** You know how to do "Invoice Reconciliation."
2. **Claude Code:** You use it to turn that knowledge into an **Agent Skill** (`SKILL.md`).
3. **The Digital FTE:** You wrap that skill in a bot and sell it as a **"Digital Accountant" (1.0 Digital FTE)**.

Our strategy is built on a deliberate, architecture-first foundation.



Key Concept: We are pursuing an Architecture-First AI Workforce Strategy.

Explanation: Before building individual agents, we designed a robust and scalable framework. framework. This ensures that every Digital FTE is built on a common, cost-effective, and interoperable platform, preventing the creation of disconnected, expensive AI silos.

The technology stack is engineered for intelligence and interoperability.

Four core pillars support our Digital FTE ecosystem:

Agent Intelligence

Claude Code with Agent Skills

Interoperability

MCP (Model Context Protocol)

Backends

FastAPI + Databases

Infrastructure

Cloud-native

The ROI of Autonomy: Human FTE vs. Digital FTE

Digital FTE is "The 24/7 Employee." Unlike a human 1.0 FTE who works 40 hours, a Digital FTE works 168 hours a week (24/7) with zero fatigue

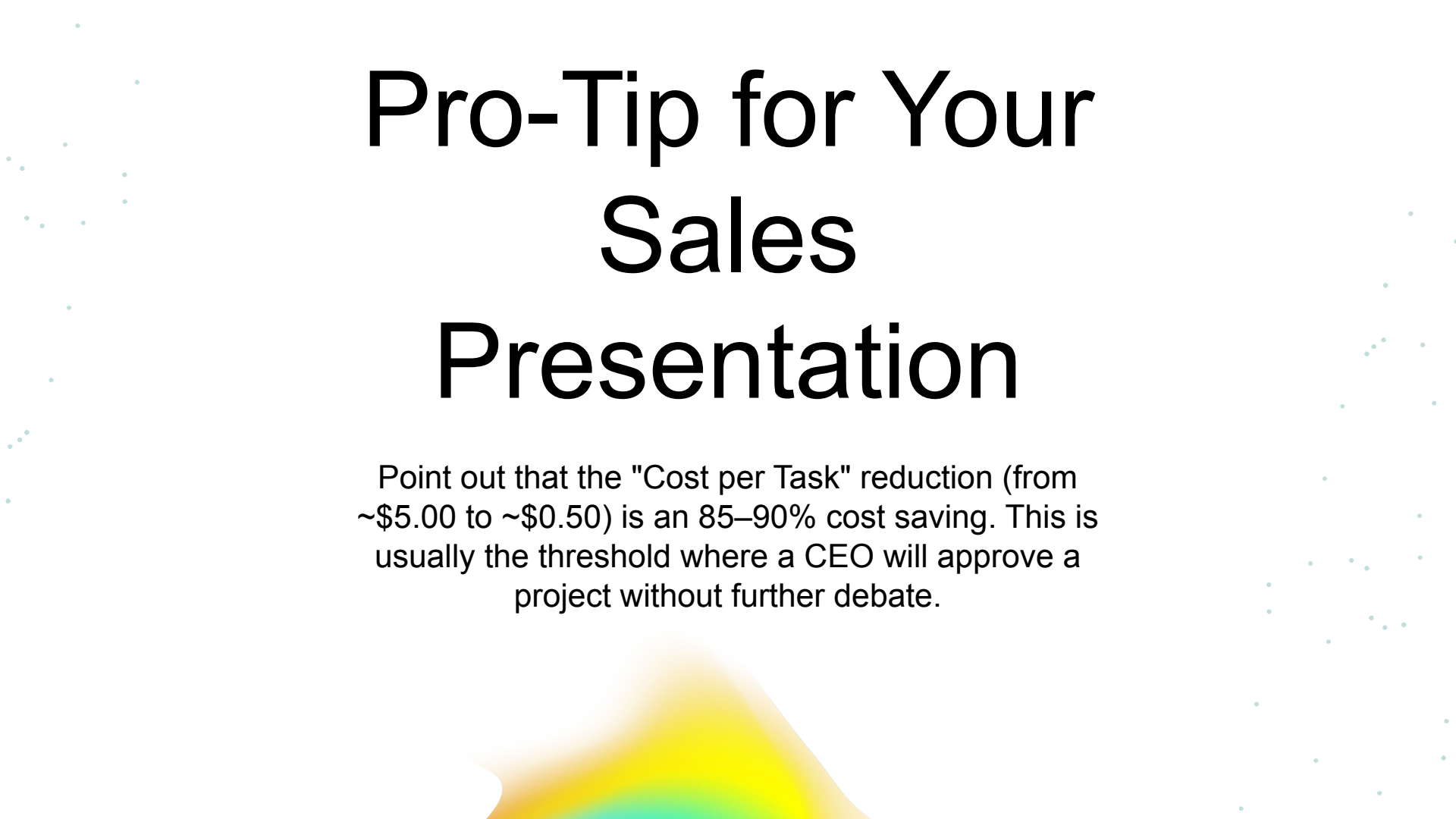
Feature	Human FTE (Average)	Digital FTE (AI Agent)
Availability	40 hours / week	**168 hours / week (24/7)**
Monthly Cost	$4,000 – $8,000+	**$500 – $2,000**
Ramp-up Time	3 – 6 Months	**Instant (via SKILL.md)**
Consistency	Variable (85–95% accuracy)	**Predictable (99%+ consistency)**
Scaling	Linear (Hire 10 people for 10x work)	**Exponential (Instant duplication)**
Cost per Task	**~$3.00 – $6.00**	**~$0.25 – $0.50**

The 'Aha!' Moment for Your Clients

- A Human FTE works about 2,000 hours a year; a Digital FTE works nearly 9,000
- When you sell a 'Digital Accountant' based on your proprietary knowledge, you aren't just giving them a tool that is 10x cheaper
- You are giving them an employee that never sleeps, never forgets a compliance rule, and can be 'cloned' instantly when the business grows"

Pro-Tip for Your Sales Presentation

Point out that the "Cost per Task" reduction (from ~$5.00 to ~$0.50) is an 85–90% cost saving. This is usually the threshold where a CEO will approve a project without further debate.



The "Skill-First" Monetization Pipeline

Strategy Summary: Turning Knowledge into Gold

1. **Phase 1: Knowledge Extraction**
   - Use **Claude Code** + your business "Spec" to build a specialized Skill folder.
2. **Phase 2: Asset Hardening**
   - Finalize the `SKILL.md` and verify the deterministic logic (Python/Bash).
3. **Phase 3: Deployment & Capture**
   - Deploy via the **Claude Agent SDK or OpenAI Agents SDK** and choose your monetization pillar (FTE, Success, License, or Marketplace).

The AI Agent Factory: Your Playbook for Monetizing Expertise

The New AI Toolkit: Choosing Your Agent

General Agents: The "Smart Consultant"

Highly flexible AI that autonomously figures out complex, non-routine problems.

Custom Agents: The "Assembly Line"

Purpose-built AI for reliable, specific workflows like customer support or data processing.

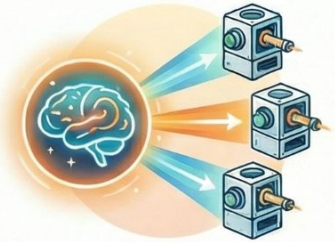
Quick Decision Guide

Choose General Agent If...	Choose Custom Agent If...
• **Task Type:** Task is novel or requires problem-solving.	• **Task Type:** Task is repetitive and standardised.
• **End User:** User is technical (e.g., developers).	• **End User:** User is non-technical (e.g., customers).
• **Error Tolerance:** High (a human is in the loop).	• **Error Tolerance:** Low (must be highly reliable).

The Agent Factory: From Specification to Sale

Step 1: Start with a "Spec"

Write a detailed plan in plain English; this specification becomes your source code.



Step 2: Use a General Agent to Build

A General Agent reads your spec to automatically create custom agents or skills.

Step 3: Sell as a "Digital Full-Time Employee" (FTE)

Price your agent like a virtual employee to highlight its value and massive ROI.

Business Case: Human vs. Digital FTE

	Human FTE (Average)	Digital FTE (AI Agent)
Availability	40 hours / week	168 hours / week (24/7)
Monthly Cost	£3,000 - £6,000+	£400 - £1,500
Scaling	Linear (hire more people)	**Exponential** (instant duplication)

Case Study: The "Digital SDR" Agent

How a B2B SaaS Startup Replaced a $100k Headcount with a $500/mo Agent Skill

The Challenge: A startup with 5,000 monthly leads was only reaching 15% due to human bandwidth. High churn in SDR (Sales Dev Rep) roles and inconsistent follow-up were killing the pipeline.

The Solution (Spec-Driven Workflow):

1. **The Spec:** The founder wrote a Markdown "Spec" detailing the brand voice, objection-handling rules, and qualifying questions.
2. **The Builder: Claude Code** consumed the spec and generated a custom **Agent Skill** folder.
3. **The Asset:** A `sales-prospector/` folder containing `SKILL.md` (instructions) and a `lead_scorer.py` script.

Digital SDR Case Study Continued

Metric	Human SDR Team	Digital SDR (Agent Skill)
Volume	50 outreaches / day	**1,000+ outreaches / day**
Response Time	4–6 hours	**< 2 minutes**
Monthly Cost	~$8,200 (Salary + Tools)	**$500** **(Digital FTE Subscription)**
ROI (90 Days)	Negative (Ramping/Training)	**300%** **(Instant deployment)**

Case Study: CoCounsel" (Legal Research & Contract Review)

THE CHALLENGE

The "Justice Gap" & Manual Drudgery Lawyers were overwhelmed by volume, charging high hourly rates that 85% of low-income people couldn't afford. High-stakes tasks like "document review" cost clients $1,000 per contract and took days of human time, limiting access to justice and slowing down business deals

THE SOLUTION

The First AI Legal Assistant Instead of a simple chatbot, they built "CoCounsel"—an agent that performs substantive legal work. It doesn't just "chat"; it plans, researches, and drafts like a human lawyer. It was sold as a "seat" for $500/month (vs. $20/month for basic tools), replacing expensive outsourced work

Achieved a 97% pass rate on complex legal evaluations and Acquired for $650 Million in cash by Thomson Reuters

The "Agent Factory" Roadmap

Next Steps: Building Your Agent Factory. From Your First Spec to Your First Dollar

Day 1-7: Identify the "Knowledge Gap"

- Find a task that is high-volume but currently requires "human judgment" (e.g., Code Review, Lead Gen, Legal Intake).

Day 8-14: Draft the Spec & Build the Skill

- Use **Claude Code** to generate your first `SKILL.md`.
- Use **MCP** to connect it to your actual business data (CRM, Slack, Database).

Day 15-21: Choose Your Monetization Pillar

- Will you sell this as a **Digital FTE** to a client?
- Will you **License** the Skill folder to an enterprise?

Day 22-30: Deploy & Scale

- Use the **Claude Agent SDK or OpenAI Agents SDK** to put your agent into production.

The AI Agent Value Chain: From Manufacture to Monetization

Transforming knowledge into profitable digital assets

MANUFACTURE:
The Factory

General Agents (Claude Code, Goose) & Spec-Driven Dev (SDD)

→ Repo-Wide Intelligence

PRODUCT:
The Output

Custom Skills (MCP/SKILL.md), Custom Agents (OpenAI/Claude SDK) & End-to-End Solutions

MONETIZATION:
The Market

LinkedIn (ROI Selling), Freelance Platforms (Project/Retainer) & Success Fee Model

Golden Rule

In the era of Agents, **your Spec is your Source Code**. If you can describe the excellence you want, AI can build the agent, skills, and MCP to deliver it for **any domain**

The Blueprint for a Perfect Agent Spec

The Anatomy of a High-Value Spec Subtitle: What to Include to Ensure Claude Code Generates a "Senior-Level" Skill

A "Spec" isn't just a prompt; it's a technical requirement document. Use this 6-point checklist before you run the build command.

1. The Identity (Persona)

- [ ] **Role:** Define the job title (e.g., "Senior Forensic Accountant").
- [ ] **Tone:** Specify the communication style (e.g., "Concise, professional, and skeptical of anomalies").

2. The Context (MCP & Data)

- [ ] **Tool Access:** List the specific **MCP Servers** the agent must use (e.g., "Access `stripe-mcp` for transaction history").
- [ ] **Knowledge Base:** Point to the specific folders or documentation the agent should "study."

3. The Logic (Deterministic Guardrails)

- [ ] **Mandatory Steps:** Use "First, Then, Finally" logic.
- [ ] **The "Never" List:** Hard constraints (e.g., "Never approve a refund over $500 without a human-in-the-loop").
- [ ] **External Scripts:** Identify where Python/Bash should handle math or file formatting instead of the LLM.

The Blueprint for a Perfect Agent Spec Continued

4. **The Success Trigger** (The "Trigger" in SKILL.md)
[ ] **Keywords**: What specific phrases should make Claude say, "I have a skill for this"?

[ ] **File Types**: Does this skill activate for .pdf, .csv, or .json?

5. **The Output Standard** (Standardization)
[ ] **Template**: Provide a Markdown or JSON schema for the final result.

[ ] **Reporting**: Define how the agent should notify the user (e.g., "Post a summary to #finance-alerts in Slack").

6. **The Error Protocol**
[ ] **Fallback**: What should the agent do if the MCP tool is down or data is missing?

Security and Compliance Framework

Non-negotiables for enterprise AI agent deployment

SECURITY LAYERS

1. DATA ENCRYPTION
AES-256 at rest, TLS 1.3 in transit, key rotation every 90 days

2. ACCESS CONTROL
RBAC/ABAC policies, MFA required, least privilege principle

3. AUDIT LOGGING
Immutable logs, 7-year retention, real-time anomaly detection

4. INPUT VALIDATION
Prompt injection prevention, content filtering, rate limiting

COMPLIANCE

EU AI Act (2025)

High-risk AI requires conformity assessments and human oversight documentation.

Consult legal counsel for jurisdiction-specific compliance requirements.

When NOT to Use AI Agents

Strategic restraint is as important as bold adoption

IRREVERSIBLE HIGH-STAKES DECISIONS

Medical diagnoses, legal judgments, large financial approvals without human review

UNDEFINED SUCCESS CRITERIA

Cannot measure success means cannot validate performance or detect failure

UNSTABLE DATA ENVIRONMENTS

Rapidly changing schemas, poor data quality, or missing audit trails

RELATIONSHIP-CRITICAL INTERACTIONS

Executive communications, crisis management, sensitive HR matters

Decision Checklist

1. Can a human review within SLA?
2. Is the error cost acceptable?
3. Are rollback procedures defined?
4. Is training data representative?

If any is No - pause and redesign

PRO TIP

Start with shadow mode - agent recommends but humans execute. Graduate after 95%+ accuracy over 30 days.

Goal is sustainable automation, not maximum automation. Strategic restraint protects long-term value.

Common Pitfalls and How to Avoid Them

The top 6 failure modes in AI agent deployment

1. Over-Automating Too Fast

FIX: Start with 1-2 low-risk processes. Prove value before scaling.

2. Ignoring Edge Cases

FIX: Document exceptions upfront. Build escalation paths for every decision branch.

3. No Monitoring or Alerting

FIX: Implement observability from day 1. Track accuracy, latency, and cost per task.

4. Vendor Lock-In

FIX: Build abstraction layers for portability. Panaversity is working on it.

5. Underestimating Change Management

FIX: Train affected teams early. Position AI as augmentation, not replacement.

6. No Success Metrics Defined

FIX: Define KPIs before building. Measure: time saved, error rate, cost, satisfaction.

80% of AI agent failures stem from organizational issues, not technical ones. Plan for people first.

Team Structure for AI Implementation

The roles you need for successful AI agent deployment

CORE TEAM (Required)

AI Product Owner
Owns roadmap, prioritizes use cases, defines success metrics

Agent Engineer
Builds skills, prompts, workflows; integrates MCP

Domain Expert
Provides business logic, validates outputs, trains edge cases

EXTENDED TEAM (Scale)

Security/Compliance Lead
Audits, access controls, regulatory alignment

MLOps Engineer
Monitoring, deployment pipelines, cost optimization

Change Manager
Training, adoption tracking, resistance management

Team Size by Stage

POC / Pilot
2-3

Production
4-6

Enterprise Scale
8-12

Rule of thumb: 1 Agent Engineer per 3-5 production agents. Start small with core team.

Competitive Landscape: AI Agent Platforms

Platform selection guide for enterprise deployment (2026)

RECOMMENDATION

Claude Code + Spec Kit Plus for development

→ OpenAI/Claude Agent SDK for production

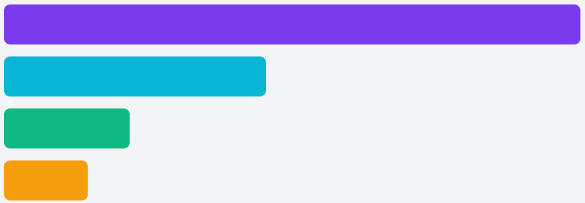
2026 TREND

MCP adoption becoming table stakes. Skills standardizing across platforms.

Pricing & Total Cost of Ownership

Budget planning guide for AI agent deployments

COST STRUCTURE BREAKDOWN



TOKEN COSTS (December 2025)

Gemini 3 Flash Preview
$0.5/1M input • $3/M output

GPT-5.2
$1.75/400k input • $14/128k output

Claude Opus 4.5
$5/1M input • $25/M output

DeepSeek-V3.2
$0.28/M input • $0.42/1M output

MONTHLY BY SCALE

Starter — **$500-2K**
1-2 agents, 10K tasks/mo

Growth — **$5-15K**
5-10 agents, 100K tasks/mo

Enterprise — **$30-100K**
20+ agents, 1M+ tasks/mo

ROI FORMULA

(Hours Saved × Rate) = Savings

Target: 3-6 month payback period

Token costs trending down 30-50% annually. Plan for model upgrades every 6-12 months.

How to Reach the Global Market?

Here are the concluding slides of the presentation, designed to bridge the gap between building a product and dominating a global vertical market and establish Unicorn AI Startups.

The Enterprise North Star: The Digital FTE

The Way Forward: Developing Digital FTEs for the Enterprise: Shifting from "Tools" to "Teammates"

The Objective: Our goal is not just to build software, but to deploy **Digital Full-Time Equivalents (FTEs)** that sit alongside human teams.

The Construction Stack:

- **The Architect: Claude Code** (General Agent) designs the logic.
- **The Framework: OpenAI Agents SDK** provides the custom runtime.
- **The Intelligence: Agent Skills** (`SKILL.md`) provide the expertise.
- **The Connectivity: MCP Servers** provide the real-world data access.

The Outcome: A secure, specialized, and autonomous employee that works 24/7.

"We've seen how to build the brain and the hands. But the true value for an enterprise isn't a new app—it's an FTE. We are building digital teammates that can be deployed instantly into any corporate workflow."

The Scaling Paradox

The Billion-Dollar Question: How Do We Scale? Reaching Millions of Enterprises with Limited Resources

The Barrier: Traditional enterprise sales and infrastructure are slow and expensive.
The Challenge:

1. **Distribution:** How do we put our Digital FTEs in front of decision-makers globally?
2. **Scalability:** How can a small team support 1,000,000+ businesses simultaneously?

The Reality: To build a **Unicorn**, we must decouple our human effort from our global reach.

"To build a billion-dollar company, you must stop hiring people to grow. You need to make sure your company can reach millions of customers without needing a massive team to do the manual work."

The Scaling Paradox

The Billion-Dollar Question: How Do We Scale? Reaching Millions of Enterprises with Limited Resources. How can we scale for every industry—accounting, law, sales, and support.

The Barrier: Traditional enterprise sales and infrastructure are slow and expensive.
The Challenge:

1. **Distribution:** How do we put our Digital FTEs in front of decision-makers globally?
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"To build a billion-dollar company, you must stop hiring people to grow. You need to make sure your company can reach millions of customers without needing a massive team to do the manual work."

Distribution: The OpenAI Apps Ecosystem (chatgpt.com/apps)

Reaching 800 Million Users via OpenAI Apps. The Global Marketplace for Digital FTEs

Instant Visibility: OpenAI Apps provide a direct pipeline to:

- **800+ Million** individual users.
- **1+ Million** businesses already using the OpenAI ecosystem.

The "App Store" Moment: Just as the App Store created the Mobile Economy, OpenAI Apps is creating the **Agent Economy**.

Low Friction: Enterprises can discover and "hire" your Digital FTE with a single click, bypassing traditional 6-month sales cycles.

"We don't need a sales team of 500 people. We leverage the world's most powerful AI distribution engine. By placing our Custom Agents on the OpenAI platform, we are standing in front of a million businesses on day one."

Reliability: The Cloud Native Backbone

Scaling via Cloud Native Technologies. Designing for Infinite Growth and Enterprise Security.

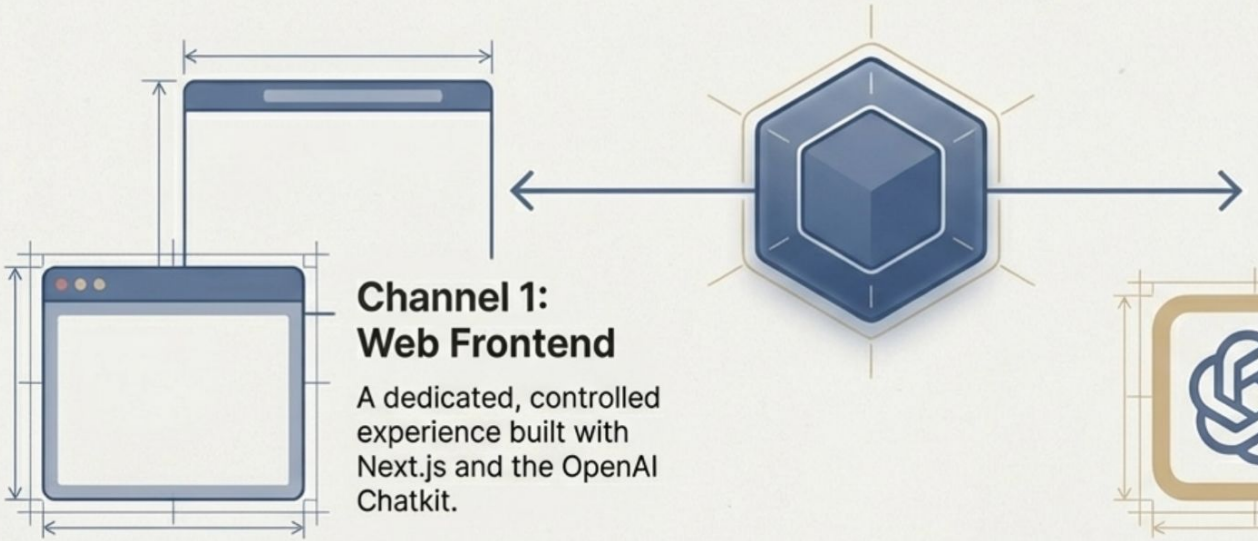
The Foundation: We use **Cloud Native** (Kubernetes, Docker, Dapr, Serverless) to host our agents.
Why Cloud Native?

- **Auto-Scaling:** Your infrastructure grows automatically as you sign up the next 100,000 enterprises.
- **Multi-Tenancy:** Keep enterprise data isolated and secure at a massive scale.
- **High Availability:** Ensure your Digital FTEs never "go home" or experience downtime.

Economic Leverage: Pay only for the compute you use on any cloud (AWS, Google Cloud, Azure, Digital Ocean), keeping margins high.

Our Digital FTEs operate across two primary channels.

To maximise reach and utility, we have engineered a dual frontend strategy, allowing users to interact with our Digital FTEs via our own platform or within the ChatGPT ecosystem.



Channel 1: Web Frontend

A dedicated, controlled experience built with Next.js and the OpenAI Chatkit.

Channel 2: OpenAI Apps

Integrated directly inside ChatGPT, leveraging leveraging its user base and interface.