⟦ ChatGPT

AbsurdSenapiii Labs – AI-Ready Workforce Manifesto (2026)

Strategic Rationale

AbsurdSenapiii Labs is committed to a **human-centric AI integration strategy** that upskills and retains our employees instead of displacing them. This approach is grounded in our strong financial foundation and institutional discipline. As reported in our FY2025 Annual Report, the company is **asset-rich and zero-debt**, ending FY2025 with approximately S$1.26 million in assets (a diversified portfolio of equity investments and collectibles) and no liabilities [1] . All growth has been internally financed by the founder's equity and retained earnings, with no external debt [2] . This multi-asset, no-leverage model is a deliberate choice to ensure **long-term stability and credibility**, reflecting what our report calls "prudent financial management and resilience" in an institutionally mature stance [3] . In practice, this means we have the **financial agility** to invest in our people's development without the short-term pressures of creditors or aggressive investors. The founder's decision to draw no salary in FY2025 (keeping expenses lean) further underscores our ethos of **sustainable, disciplined growth** [4] .

Our commitment to an AI-ready workforce aligns with national priorities that put people at the center of technological transformation. Singapore's approach to AI, as articulated by government leaders, is to **"keep people at the centre"** of the AI era, ensuring that AI *augments* jobs rather than replaces them [5] . We wholeheartedly share this people-first principle. Just as Singapore's National AI Strategy emphasizes broad-based adoption with human agency, we view our employees as valuable assets to be empowered with AI skills – not costs to be cut. The founder of AbsurdSenapiii Labs brings a professional background in **applied AI system deployment and governance**, with hands-on experience implementing AI-assisted research and automation systems **under human-in-the-loop controls with full auditability and responsible AI practices** [6] . This expertise in **building "governance-aware" workflows for real-world decision support** [6] shapes our strategy: we leverage AI to enhance human performance while upholding rigorous oversight. The **strategic rationale** for our manifesto is clear – by investing in our team's AI capabilities, we secure our competitiveness and fulfill our social responsibility, all while distinguishing ourselves from automation-maximization approaches that treat people as expendable. AbsurdSenapiii Labs chooses a different path: **AI with human agency**. We are an asset-rich, institutionally-minded startup that sees *employee upskilling as an investment* in long-term value creation, mirroring Singapore's own journey of continually transforming its education and workforce to meet the needs of new technological eras. Our goal is to set a benchmark for how a modern, responsible startup can thrive by **empowering its people** in the age of AI.

AI Operator Training Framework

To operationalize this vision, AbsurdSenapiii Labs has developed a structured **AI Operator Training Framework** that will upskill employees at all levels and map them to meaningful new roles as "AI operators." This framework defines **tiers of competency** and corresponding organizational responsibilities to ensure clarity and progression in each employee's AI journey. The framework's design

is inspired by national initiatives to create an *AI-fluent workforce* across both tech and non-tech roles [7] , and it is tailored to our company's needs. The training framework is outlined as follows:

- **Tier 1 – AI Literacy for All: Every employee** will receive foundational training in AI tools and concepts relevant to their job functions. The focus at this tier is on AI literacy and practical tool use – for example, using AI assistants for data analysis, content drafting, or process automation in day-to-day work. Employees learn how to integrate AI into their workflows to **enhance efficiency and reduce repetitive tasks**, while maintaining awareness of AI's limitations. This broad-based upskilling ensures that AI becomes a *core competency* throughout our organization, not the domain of a select few [8] [9] . By equipping non-technical staff (e.g. in operations, marketing, finance) with essential AI knowledge, we enable them to boost productivity and **focus more on higher-value responsibilities that require human judgment** [7] . No segment of our workforce is left behind; **AI skills are democratised** across roles [10] .

- **Tier 2 – Advanced AI Operators (Specialists):** At the second tier, employees with an aptitude or role focus in technology will undergo deeper training to become advanced AI operators or specialists. These individuals (such as data analysts, developers, or forward-thinking team leads) will gain expertise in developing, customizing, and managing AI solutions within the company. Training at this level covers areas like building AI-driven process workflows, overseeing AI model performance, and ensuring the relevant domain's data is properly utilized. **Technical professionals will deepen skills** in areas like cloud computing and AI development, while **domain experts** (in areas like marketing or research) learn to work alongside technical AI systems [9] . Tier 2 operators serve as **champions and coaches** within their departments – they not only apply AI in complex tasks but also help train and support Tier 1 colleagues. They carry organizational responsibility for **identifying AI opportunities** in their domain and driving projects that implement AI responsibly to meet business goals. Structured programs (including potential external courses and certifications) will support their development; for instance, we encourage obtaining recognized credentials (similar to how national programmes tie AI skills to micro-credentials and cloud certifications [11] [12]) to ensure our specialists' skills are validated and up-to-date.

- **Tier 3 – AI Strategy & Governance Leaders:** The top tier comprises the founder and senior management, as well as any designated AI governance officers, who collectively provide strategic oversight of AI deployment. These leaders are responsible for aligning AI initiatives with the company's vision and ethical standards. They will set **AI usage policies**, prioritize investment in new AI tools, and continuously evaluate the impact of AI on our business and workforce. Crucially, they also enforce the boundary between automation and human decision-making. **Tier 3 personnel ensure that human agency remains paramount** – AI is deployed as a decision-support tool rather than an autonomous decision-maker [13] . They are tasked with maintaining our audit and compliance standards (detailed in the next section) and will liaise with external regulators or partners on AI-related matters. In essence, this tier institutionalizes the founder's personal expertise in AI governance across the leadership team. We are also exploring the creation of an internal **AI Ethics Committee** drawn from Tier 3 and independent advisors, to review new AI use-cases and guard against mission drift or misuse.

This three-tier AI Operator Training Framework creates clear career progression for employees: an entry-level staff who becomes AI-literate (Tier 1) can, through performance and further learning, advance into specialized operator roles (Tier 2) and potentially into leadership tracks focusing on AI strategy (Tier 3). By defining these roles, we explicitly distinguish our strategy from "deskilling" approaches. Rather than automating jobs away or confining workers to narrow tasks, we are **enhancing each role with greater skills and responsibilities**. For example, an administrative

employee trained in Tier 1 AI tools might take on an "AI workflow coordinator" title in the future, responsible for orchestrating AI-assisted processes instead of being made redundant. Ultimately, the framework ensures that as our technology evolves, so do our people – moving upward into more enriched positions as **AI operators** rather than out of the company. This long-term pledge from our founder is that every existing employee willing to learn will have a **future role in the organization's AI-powered era**. We back this pledge with concrete training roadmaps and individualized development plans, audited annually, to track progress. By investing in continuous upskilling (mirroring national programmes like IMDA's TechSkills Accelerator that has upskilled hundreds of thousands in tech skills [14]), AbsurdSenapiii Labs treats workforce development as a strategic asset.

Human Oversight and Audit Culture

At the heart of our AI-readiness initiative is an uncompromising commitment to **human oversight and an audit-oriented culture**. AbsurdSenapiii Labs will deploy AI only in ways that **augment human decision-making, under strict human-in-the-loop controls**. In practice, this means no AI system is given full autonomous authority in operations or decision workflows; employees and managers always **supervise, verify, and can override** AI-driven outputs. This principle is directly informed by our founder's philosophy of AI use: in prior internal projects, our founder *"applied AI as a decision-support layer with human-in-the-loop controls, not as autonomous agents," emphasizing safety, explainability, and responsible use* [15] . We are building on this philosophy by instilling it company-wide. Every employee undergoing AI training is taught not only how to use the tools, but also how to **question and interpret AI outputs**. An AI suggestion in a report or a model-generated decision must be reviewed and approved by a human operator before execution. By designing workflows that require human sign-off and sense-checks, we ensure that **human judgment remains the final arbiter** in business-critical processes.

An **audit culture** underpins all AI deployment at AbsurdSenapiii Labs. We will maintain detailed records of AI-assisted decisions and content generation, creating an audit trail for retrospective review. This includes logging inputs, outputs, and human approvals for key AI systems. Such record-keeping aligns with emerging best practices (e.g. the AI Verify testing framework that evaluates AI systems against governance principles [16]) and will enable both internal and external auditors to verify that our AI tools are functioning as intended. Internally, we will conduct regular **AI audits** – periodic reviews by the AI Strategy & Governance Leaders (Tier 3) and our compliance team to assess whether AI usage is meeting our ethical and quality standards. These audits will check for issues such as bias, error rates, and adherence to usage policies. If problems are identified (for instance, an AI tool starts producing outputs that don't meet our accuracy or fairness criteria), we have protocols to suspend or roll back that AI system until corrections are made. Every AI application is also assigned a **responsible owner** (typically a Tier 2 specialist or Tier 3 leader) who is accountable for its performance and compliance. This ownership ensures clear lines of responsibility and quick response in case any red flags emerge.

To reinforce this oversight culture, AbsurdSenapiii Labs is fostering an environment where employees at all levels feel responsible for ethical AI use. We encourage a **speak-up culture**: if any team member observes an AI outcome that seems questionable or potentially harmful, they are empowered (and expected) to raise it. There will be no penalty for pausing an AI-driven process that appears to be malfunctioning or causing concern – on the contrary, such prudence will be rewarded. Furthermore, our audit culture extends to data governance. We implement strict controls on the data fed into AI systems, with compliance to privacy regulations and data quality checks. Sensitive data is safeguarded, and any AI model ingestion of internal data is reviewed for compliance with Singapore's Personal Data Protection Act and relevant AI governance guidelines. We are also exploring adoption of Singapore's **Model AI Governance Framework** principles (such as explainability, robustness, and accountability) in our development process, ensuring our internal AI systems meet high standards of transparency and

fairness. In summary, **human oversight is not a mere formality for us – it is a core operating principle**. We leverage automation to improve consistency and efficiency, but always in a way that **improves the auditability of outputs and retains human control** [17] . This careful balance between AI utility and human governance is what will allow us to deploy AI confidently and responsibly across the company.

Risk Mitigation and Ethical Safeguards

AbsurdSenapiii Labs recognizes that integrating AI into our operations and upskilling our workforce comes with **new risks and ethical considerations**. We are proactively implementing a comprehensive set of safeguards to mitigate these risks, ensuring that our AI-readiness initiative upholds the highest ethical standards. Below, we outline the key risk areas and our mitigation strategies:

Algorithmic Bias & Fairness: We acknowledge the risk of bias in AI systems – unchecked algorithms could inadvertently discriminate or produce unfair outcomes. To combat this, we will perform bias testing and fairness audits on AI tools before and during deployment. Our AI training for employees includes education on **recognizing and addressing bias**. We favor using AI models that have been evaluated for bias, and when developing any custom models, we will train them on diverse, representative data. Any AI-driven decisions affecting stakeholders (employees, partners, or customers) will be subject to review for fairness. We are prepared to adjust or deactivate any AI process that is found to have systemic bias. By keeping humans in the loop, as described above, we add a layer of judgment that can catch biased outputs. Additionally, we plan to consult external guidelines and tools – for example, using the **AI Verify** framework or similar validation techniques to ensure our AI systems adhere to internationally recognized principles of fairness and transparency [16] .

Data Privacy & Security: Responsible AI deployment requires strict data governance. AbsurdSenapiii Labs will enforce robust data protection measures for any personal or sensitive data used in AI systems. We will **anonymize or pseudonymize data** where possible, apply access controls, and comply fully with data protection laws. All employees are trained on data handling protocols as part of AI upskilling (since using AI often involves handling data differently). We will not allow AI tools (such as cloud-based AI services) to ingest confidential company data without proper vetting and contractual safeguards in place. Moreover, our systems will be monitored for cybersecurity, as AI can introduce new attack surfaces; our IT team will update security practices (like monitoring for data exfiltration or adversarial inputs) as an integral part of the AI rollout. By treating data responsibility as non-negotiable, we ensure that our pursuit of AI efficiency does not come at the cost of privacy breaches or security lapses.

Model Performance & Reliability: There is a risk that AI tools can produce errors ("hallucinations" in generative AI, or simply inaccurate predictions) that could impact our operations or decisions. To mitigate this, we set strict performance thresholds and validation steps. For each AI application, acceptable output criteria will be defined (for example, an AI summarization tool must meet a certain accuracy level against human-reviewed benchmarks). During the initial rollout of any AI system, results will be double-checked against manual results until trust is built. We will also maintain fallback procedures – if an AI tool fails or is turned off due to issues, employees are prepared to revert to manual processes temporarily, ensuring business continuity. Our training emphasises **critical thinking**: employees are taught to not blindly trust AI output and to verify important results, which greatly reduces the chance of a single point of AI failure causing harm. In addition, we plan to continuously update our AI models and data to keep them accurate; part of our Tier 2 specialist role is monitoring model accuracy and retraining or fine-tuning models as needed.

Ethical Use and Scope Creep: AbsurdSenapiii Labs has drawn clear lines on what AI will *not* be used for. We explicitly renounce any use of AI that would undermine human dignity, violate laws or our ethical values – for instance, we will not use AI for invasive surveillance of employees or to automate decisions like hiring/firing without human process. Our manifesto is a pledge that AI at AbsurdSenapiii Labs is a tool for *empowering* our team, not for eroding trust or rights. We will develop an **AI ethics policy** (to be published internally and available to stakeholders) that outlines permissible use-cases for AI and forbidden applications. Any proposal to expand AI use beyond the current scope will undergo review by the AI Strategy & Governance Leaders and the AI Ethics Committee to evaluate ethical implications. This precaution prevents "mission creep" where AI might gradually encroach on sensitive areas without proper oversight. We also commit to engaging with industry ethical guidelines – for example, we are attentive to Singapore's Model AI Governance Framework and international AI ethics standards – to continuously benchmark our practices.

Workforce Impact Monitoring: A potential risk in any AI transformation is the unintended impact on employee morale or roles. We treat this risk by maintaining a **feedback loop with our employees** throughout the AI readiness program. Regular surveys and open forums will be conducted where staff can voice concerns, be it over workload changes, stress from learning new tools, or fear of job redundancy. We address these concerns transparently. Notably, our strategy explicitly rejects layoffs in favor of retraining; however, we remain vigilant that AI deployment doesn't inadvertently diminish the **quality** of jobs. If any role is found to be overly automated to the point of losing its meaning, we will redesign the role to restore meaningful human contributions. The training itself is paced to avoid overload – we give employees time and support (including work time allocated to training) to adapt, rather than forcing abrupt change. By closely monitoring morale, retention rates, and performance data, we can detect early if the AI integration is causing any negative fallout and take corrective action (such as additional training, role adjustments, or counseling). Our pledge is that **no employee will be left behind or unfairly disadvantaged** by the AI transition – this is a cornerstone ethical commitment and a risk mitigation in itself against talent drain or disillusionment.

Through these safeguards, AbsurdSenapiii Labs aims to lead by example in **responsible AI deployment** in a small enterprise setting. We are preemptively addressing the kinds of ethical risks that regulators and red teams look for, ensuring that our AI-ready workforce initiative is as much about **doing the right thing** as it is about innovation. Every measure – from bias audits to ethics policies – is documented and can be made available for inspection, so that our commitments are **clear and auditable**. This comprehensive approach not only protects our stakeholders but also fortifies our credibility: we want regulators, partners, and our own team to have confidence that AbsurdSenapiii Labs is managing AI in a conscientious, risk-aware manner.

Public Accountability Measures

Transparency and accountability are central to AbsurdSenapiii Labs' manifesto. We understand that **promises of employee retention and AI upskilling must be backed by tangible, verifiable actions** to earn trust – particularly trust from regulators, investors, and our own employees. To that end, we are instituting several public accountability measures:

- **Transparent Reporting:** The company commits to openly sharing our progress and challenges in implementing this AI-ready workforce initiative. We will publish **annual updates** (as part of our Annual Report or a dedicated AI Transformation Report) detailing key metrics such as the number of employees trained at each competency tier, the resources invested in training, and the outcomes on our business performance and employee retention. AbsurdSenapiii Labs already adheres to rigorous disclosure practices – our FY2025 report, for example, made public

the breakdown of our multi-asset treasury and revenue sources [18] . We will extend this transparency to our workforce development efforts. By voluntarily reporting these details (even when not legally required), we enable outsiders to **verify our claims** and track our dedication to the manifesto's goals [19] . This level of openness is uncommon for a startup of our size, but we believe it is essential for credibility. In addition, we will maintain compliance with all statutory filings (ACRA annual returns, financial statements, tax filings) on a timely basis, exemplifying good corporate citizenship. The company is even prepared to **undergo external audits of our statements and practices annually**, despite qualifying as a small company exempt from mandatory audits – a step that signals we have nothing to hide and welcomes independent verification [20] [21] .

- **Engagement with Regulators and Agencies:** AbsurdSenapiii Labs proactively engages with Singapore's tech and enterprise agencies to align our initiatives with national standards. As noted in our annual report, we have **opened communication channels with IMDA and Enterprise Singapore** to demonstrate our commitment to national AI and manpower objectives [22] . This ongoing dialogue means that we subject ourselves to the expectations and feedback of these agencies. For instance, if we participate in IMDA's Accreditation or talent development programs, we will adhere to their reporting requirements and performance KPIs, making us accountable to an external benchmark. EnterpriseSG and IMDA involvement typically brings oversight – entering any grant or program would obligate us to deliver on promised outcomes and **report key metrics for verification** [23] . We embrace this oversight as it strengthens our accountability. Moreover, alignment with these agencies ensures our efforts are **visible and auditable by public bodies**. We intend to formally seek IMDA's Accreditation in due course, as achieving it would mean a third-party vetting of our technical and financial soundness [24] , adding to our credibility. We are also coordinating with EnterpriseSG on potentially accessing support like the Enterprise Development Grant to co-fund parts of our AI training program; if granted, this too will come with conditions and audits that we will meet faithfully. In summary, our collaboration with regulators is not just lip service – it is a channel through which we allow our plans and performance to be scrutinized and validated by authoritative entities in Singapore's ecosystem.

- **Stakeholder Communication and Involvement:** Accountability extends to our internal stakeholders (employees) and industry partners. Internally, we will hold **town hall meetings** at least bi-annually focused on the AI-readiness journey, where leadership reports on progress and employees can ask questions or raise concerns. By keeping an open dialog, we ensure that the workforce can hold management accountable to the pledge that "no one will be left behind." Externally, we will remain engaged in community forums and industry discussions about AI workforce transformation. AbsurdSenapiii Labs has already shared elements of its approach in dialogues with industry partners and at events (leveraging the founder's network in AI and governance). We plan to document our learnings and perhaps publish case studies or whitepapers on our experience in creating an AI-ready micro-company. Doing so not only holds us accountable to our claims (since we must show results to be credible in these forums) but also contributes to the broader conversation on ethical AI adoption in businesses. We will also invite independent advisors or experts (for example, from academia or industry associations) to periodically review our framework and its outcomes. Their insights or even critiques will be used to improve the program, and notable findings can be made public, thereby adding an external perspective to our accountability measures.

- **External Validation:** Finally, we seek and welcome **external validation** of our efforts. Success for us is not just internal, but also measured by whether our approach can earn the confidence of banks, clients, and regulators. By aligning with ecosystem norms and showcasing real

progress, we aim to have reputable third parties acknowledge our program. For instance, if IMDA, EnterpriseSG or industry bodies publicly recognize our initiative (e.g. through a case study, an award or inclusion in a government program), it will serve as a validation that we are on the right track. Already, our engagement with a government-linked exchange and government bodies has lent some institutional weight to our profile [25], and we will continue to build on that trust capital. Public accountability ultimately means **being willing to be measured by others**. AbsurdSenapiii Labs stands ready to be measured – whether it's by the success of our employees in new AI roles, the audits of our financial integrity, or the scrutiny of regulators on our governance. We will publish what we do, listen to feedback, and correct course if necessary. In doing so, we ensure that our manifesto is not just words on paper but a living strategy subject to **ongoing public and regulatory scrutiny**, which we openly invite as a means to bolster trust.

Future Adaptability and Red Team Defense Checklist

Our AI-ready workforce initiative is designed with **scalability, sustainability, and adaptability** in mind, recognizing that the economic and technological landscape can change rapidly. AbsurdSenapiii Labs takes a forward-looking approach: we aim to "future-proof" our strategy so that it remains effective and credible under various scenarios. This includes robust contingency planning and a willingness to continuously improve in response to new challenges or red team critiques. Below, we outline how our initiative will adapt over time and address potential challenges, in the form of a **Red Team Defense Checklist** – common challenges that might be raised, and our responses to each:

- **Challenge: Credibility of Commitment** – *"Is this manifesto just PR, or will the company truly follow through long-term?"*
  Our Response: We demonstrate credibility through action and personal stake. The founder's **long-term pledge** to employees is not only in words but reflected in his past and present actions – e.g., foregoing personal salary to reinvest in the company [4] and building the company's strategy around people despite pressures to pursue quick profits. We have codified the manifesto into our official corporate strategy and will incorporate its goals into management performance indicators. Importantly, we invite external oversight (such as IMDA accreditation and audits) which **holds us accountable to our promises** [23]. This willingness to be audited externally is a strong indicator that our commitment is genuine. Additionally, our prior engagements with regulators and adherence to higher governance standards than required [20] show a track record of serious, credibility-focused conduct. Our plan is institution-grade in its design, emphasizing stability and accountability over hype [26]. All these factors should assure any skeptic that this is a **serious, enduring commitment**, not a transient marketing ploy.

- **Challenge: Financial Transparency & Viability** – *"Can the company afford this initiative, and are its finances as sound as claimed?"*
  Our Response: AbsurdSenapiii Labs has **unusually high financial transparency for a startup**, and we will continue this practice. We openly publish our financial statements, showing a strong asset base and zero debt [1], and we will detail the costs and investments in our AI training program in our reports. Our asset-rich, cash-disciplined model provides a cushion to absorb the costs of upskilling (which we treat as capital expenditure on human capital). With modest operating expenses and a net profit in FY2025 [27], we have the runway to sustain this program even if short-term revenues fluctuate. Moreover, by being **cash-conservative and debt-free**, we avoid the risk of financial distress dictating short-sighted decisions like cutting training budgets or doing layoffs. We also maintain a diversified asset portfolio for resilience [3], meaning we have strategic options (e.g., liquidating a collectible or equity investment if we needed to fund training in a downturn). We will keep regulators and stakeholders informed of our financial health – for example, by continuing to publish annual reports and possibly interim updates. In

essence, we make it easy for any red team to **audit our numbers**, and those numbers will show that our finances are prudently managed to support our workforce goals. If economic conditions turn, our first response will be to tighten non-essential spending (as we already run lean) rather than cut back on employee development which is core to our mission. This approach reflects an institutionally disciplined ethos that prizes sustainable growth with our people, rather than sacrificing long-term trust for short-term gain [3] .

- **Challenge: Ethical and Safety Concerns** – *"What if the AI tools cause a major error or ethical lapse? How do we trust the company's AI governance?"*
  Our Response: We have installed a multi-layered governance system to ensure AI safety, as detailed earlier. To reiterate, **human oversight is built into every AI process** – no critical decision is made by AI alone [13] . We have an audit trail for AI outputs and regular audits to catch issues, and we align with international AI governance best practices (like transparency, accountability, and fairness principles [16]). In the event that something does go wrong (for example, an AI system makes a misleading recommendation that isn't caught in time), we have incident response plans: immediately pause the AI system, investigate the root cause, and involve both our internal ethics committee and any affected stakeholders in the resolution. We will report serious incidents to relevant authorities if appropriate, reflecting our *duty of care* in AI deployment. Our ethical risk mitigation isn't static; it will evolve as new guidelines emerge (for instance, if regulators issue new AI regulations or if new tools like **Project Moonshot** for AI red-teaming become available, we will adopt them). Fundamentally, the founder's expertise in **responsible AI deployment and auditability** [6] guides our approach – we treat ethical AI not as a checkbox, but as an ongoing practice ingrained in our culture. Red teams will find that we not only have policies on paper but a track record of thoughtful implementation, which we are happy to document and share.

- **Challenge: Talent Drain Post-Upskilling** – *"What if employees take the expensive training and then leave for better jobs? Does the company risk equipping others' future hires?"*
  Our Response: We acknowledge this risk and counter it by making AbsurdSenapiii Labs a place where people **want to build long-term careers**. First, our entire initiative is premised on *valuing employees* – this creates a positive feedback loop for loyalty. Employees who feel invested-in and see genuine career progression are more likely to stay. We are backing up training with clear career pathways (the tier structure) and new roles that make staying with the company attractive. For example, an employee who advances to a Tier 2 AI Operator role will have an expanded job scope, a new title, and corresponding compensation growth to reflect their higher skills. We are also considering retention mechanisms like training bonds or bonuses for staying on after completing certain advanced training, though our preference is to rely on **engagement and culture** rather than golden handcuffs. Our culture, as fostered by the founder, emphasizes innovation, continuous learning, and shared success – the kind of environment where talent feels motivated. We also note that our people-first, **no-layoff stance** during AI transformation builds trust; workers do not need to fear that they are training their replacement (a sadly common fear in other firms) [28] . Instead, they know the new skills directly benefit their own career within the company. Additionally, because we are small and asset-rich, we have flexibility to reward key talent with creative incentives (such as profit-sharing or even equity grants in the future) that align their growth with the company's success. Finally, on a broader level, we see it as a success – not a failure – if our employees become highly marketable with their new AI skills. Of course, we prefer they apply those skills here, but if some do move on after contributing, it still speaks to the efficacy of our training. Nonetheless, our goal is to make the **AbsurdSenapiii journey so fulfilling** that employees choose to stay and grow with us, serving as mentors to the next generation of AI-ready staff. We will track retention rates and reasons for departure; if we

see patterns of post-training attrition, we will address them (for instance, through stay interviews or additional incentives) to continuously strengthen our talent retention.

- **Challenge: Scalability and Adaptability** – *"This might work now, but can the approach scale if the company grows or if technology changes dramatically?"*

  Our Response: Our initiative is explicitly designed to **scale and adapt**. On the scalability front: as we hire new employees, the AI training program will be part of our standard onboarding. The framework's tiered structure is flexible – it can accommodate a growing team by slotting new roles into the appropriate tier and expanding training capacity (we can partner with external training providers as needed to handle larger numbers, leveraging resources like those from SkillsFuture or TeSA nationally). If the company grows significantly, we will formalize the training department or function, possibly bringing in dedicated learning & development professionals to manage the program full-time. In terms of *technological* adaptability: we treat the AI tools and curricula as evergreen. The content of our training will be reviewed and updated at least annually, if not more often, to incorporate the latest AI technologies that are relevant to our business. Our framework is *vendor-agnostic* – it focuses on core competencies (e.g., how to critically use any AI assistance tool) rather than locking in on a specific software. Thus, if a new breakthrough (say a new generation of AI model or a new platform) emerges, we can introduce it into the program without overhauling the whole approach. The presence of Tier 3 leaders ensures we have eyes on the horizon; part of their mandate is to **scan for technological shifts and steer the workforce accordingly**. Additionally, our financial prudence and asset reserves give us a buffer to invest in new training or tools when adaptation is needed – for example, if we suddenly need to retrain everyone on a more advanced system, we have the means to do so without jeopardizing operations. We have also built resilience into our workforce plan: by cross-training employees and maintaining human versatility, we ensure that even if certain AI automations become obsolete, our people can pivot to new roles (since they have not been pigeonholed into narrow repetitive tasks, but rather taught broad problem-solving with AI). In uncertain economic conditions, our no-debt policy and lean cost structure mean we can sustain our training investments when others might cut back [2]. In sum, the initiative is not a one-off project but an **adaptive system**. We will maintain a living "AI-readiness playbook" that is updated with each lesson learned and each change in the landscape. This playbook, combined with our commit-and-verify philosophy, acts as a checklist to continually test whether our strategy remains robust or needs modification.

By addressing these challenges proactively, AbsurdSenapiii Labs is **red-team ready** – we have interrogated our strategy for weaknesses and put in place concrete measures to address them. Our Future Adaptability plan means we are not rigidly wed to a single idea of success; instead, we're building the capacity to learn and adjust. This manifesto itself will be revisited regularly to incorporate feedback from regulators, employees, and red team exercises. In doing so, we ensure that our founder-led commitment to an AI-ready workforce is not just resilient against scrutiny, but actually *strengthened* by it over time. We firmly believe that by staying accountable, ethical, and adaptive, AbsurdSenapiii Labs can scale this model of human-centric AI integration in a sustainable way – **even under uncertain conditions –** and inspire confidence in all our stakeholders that the future of work, at least in our company, is something to embrace with optimism and trust.

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[1] [2] [3] [4] [18] [19] [20] [21] [22] [23] [24] [25] [26] [27] Legitimacy, Sustainability, and Perception of Asset-Rich, Cash-Constrained Startups in Singapore_ Th.pdf

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