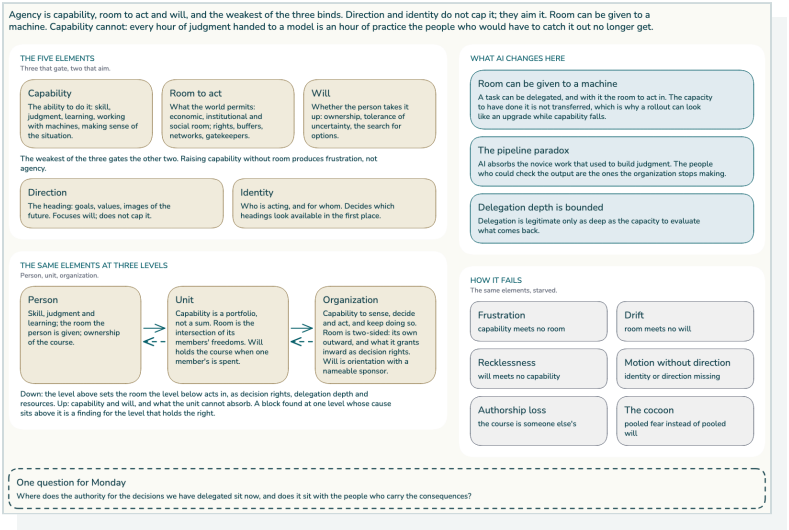
Tautai

Agency at Work

Building the ability, room and will to navigate work when careers, technology and markets stop being linear.



Most transformation budgets go into tools and communication. Programs stall one layer below: in whether people can and want to redirect their own work and learning.

Agency at Work translates the book *Agency Is All You Need* into a program for companies, for employees, teams, and leaders.

The agency divide: The inequality that matters in companies is not access to tools or content but the ability to convert access into progress. Any rollout that scales content faster than it builds agency widens this divide inside the workforce.

Capability

Can people learn, judge and work with intelligent machines without waiting for the next curriculum?

Room to act

Do people have the time, mandate, safety and connections to act on what they perceive?

Will

Will people own their course and exchange the illusion of certainty for genuine options?

Agency is limited by its weakest dimension. Every engagement starts with a position check and works on the weakest dimension first.

What the program builds

The scaffolding that used to carry people through working life — stable career paths, durable credentials, institutions that told you what comes next — is being dismantled by AI and market disruption faster than it is replaced. What becomes decisive is agency: the capacity, the room, and the will to direct one's own course. The program installs a small set of instruments people keep using on their own, and then it gets out of the way.

Capability without room is frustration; room without will is drift; will without capability is recklessness.

FOUR PILLARS, ONE SHARED MODEL

Instruments, not resolutions

Participants leave with standing appointments with reality — a weekly review, a decision journal, a runway view — not with promises to their future selves. Programs start as pilots with defined tripwires and review dates.

CONSULTING	**Diagnose and design.** An agency readiness assessment, a program for restructuring, an agency layer for leadership and transformation.
TRAININGS	**Live workshops.** Navigating your own course, working with intelligent machines, deciding under uncertainty, teams as crews.
MENTORING	**Decision-shaped, one-to-one and in groups.** Decision sprints, crew mentoring, mentoring the mentors.
SELF-PACED	**Course, workbook, position check.** Build your own navigation system: one practice first, more only when your own record shows the need.

Not motivational training. Not outplacement in disguise. Not another learning platform.

Individual position-check results belong to the individual. Employers receive aggregate patterns only. Delivered in German or English.

Krishan Mathis is the author of *The Tautai Principle* and *Education is Broken*. As a consultant and trainer he works with organizations in Germany and Europe, helping them stay capable of acting while their environment changes faster than their plans.

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