Fra “hype” til handling:

AI i HR

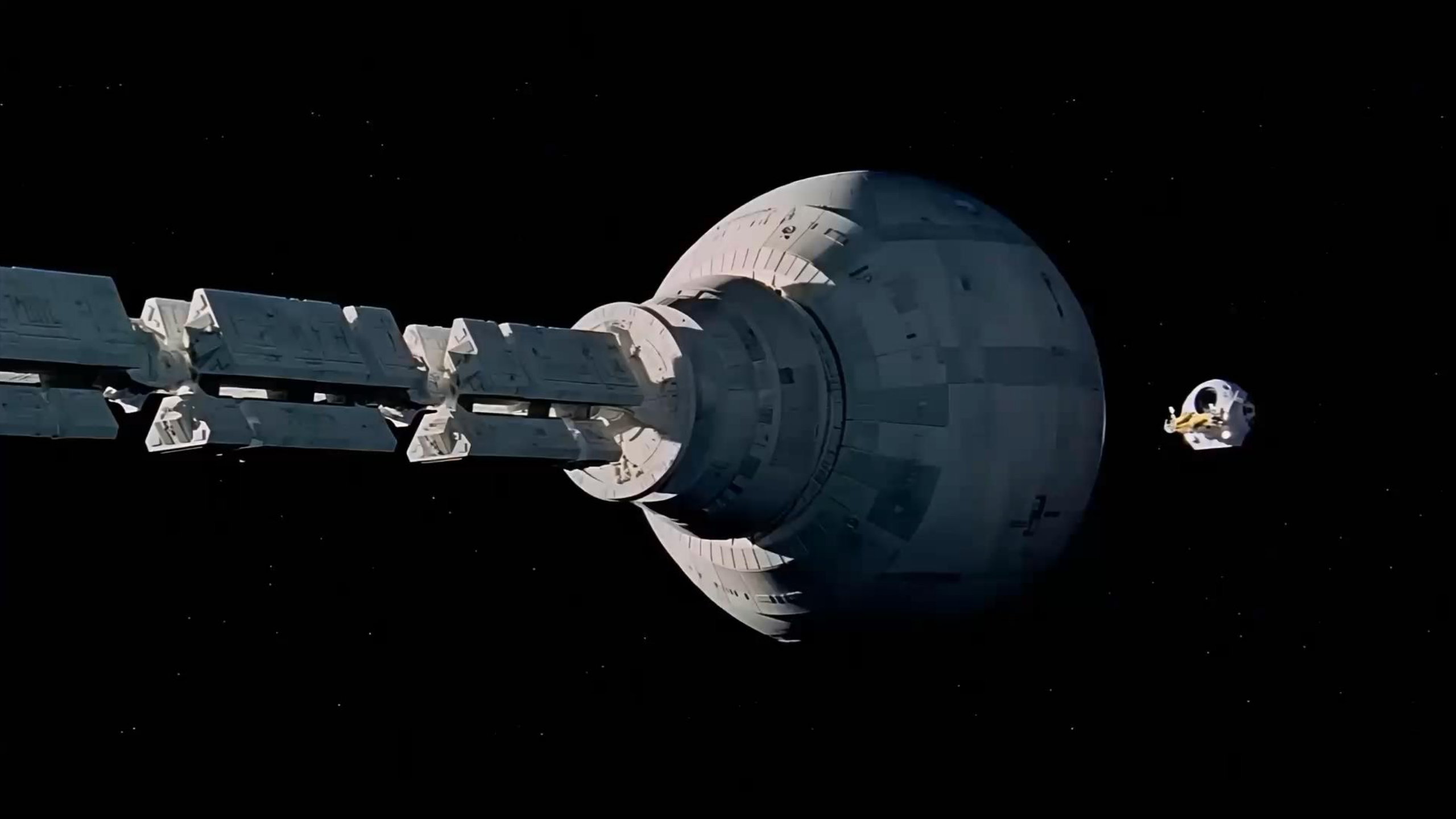
November 2026

Egil Fujikawa Nes

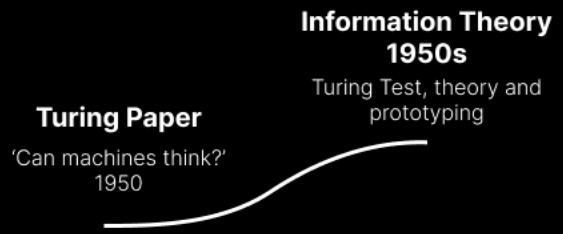
CTO i 99x

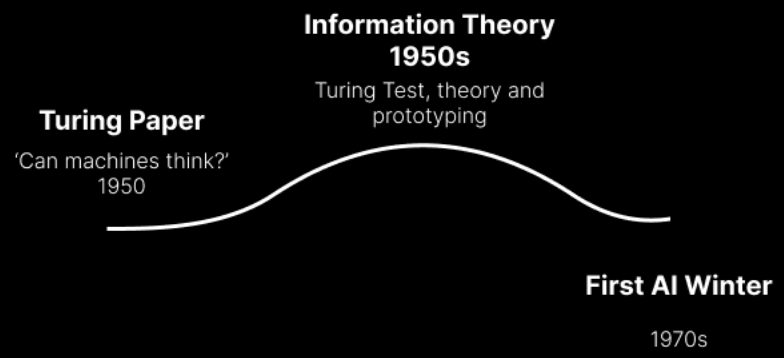


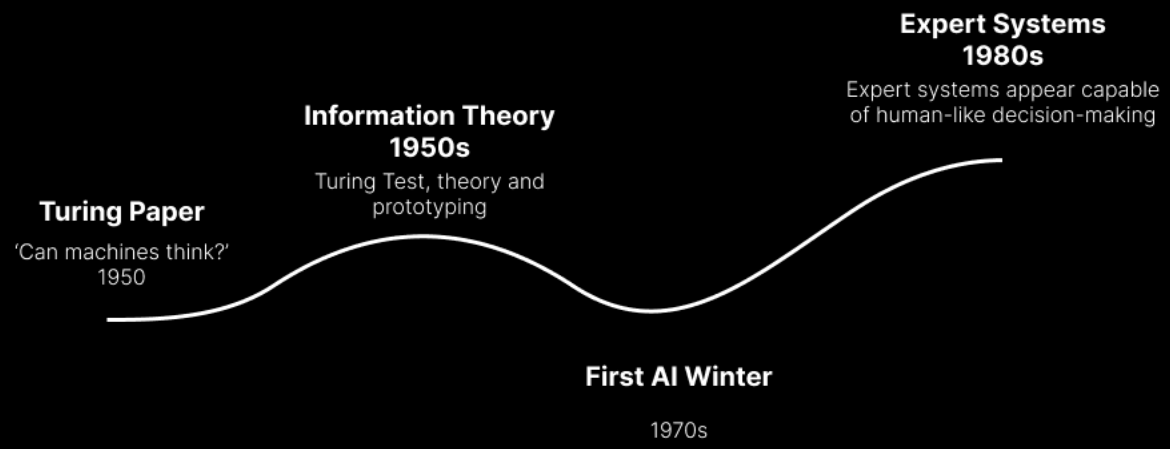
AI er annerledes

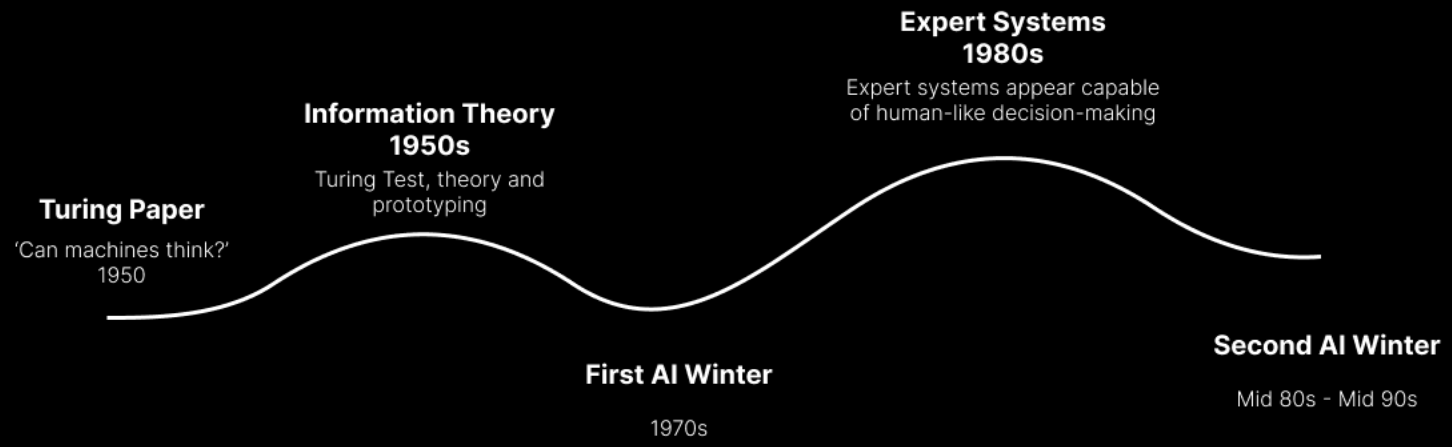


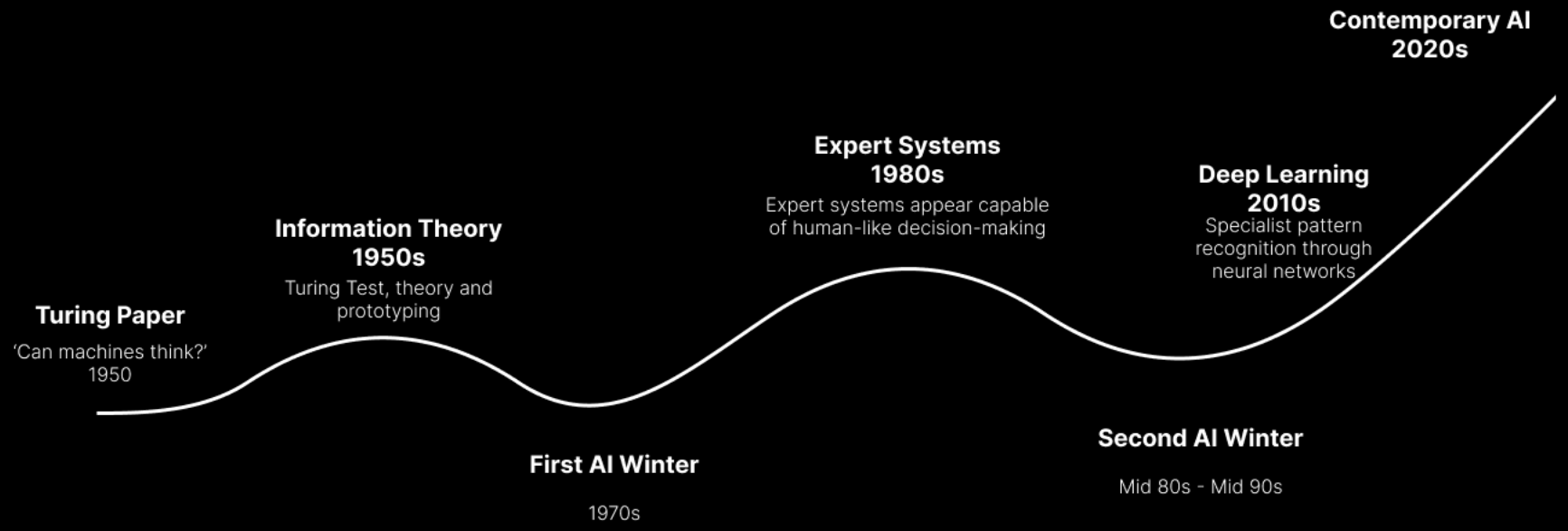

HAL 9000

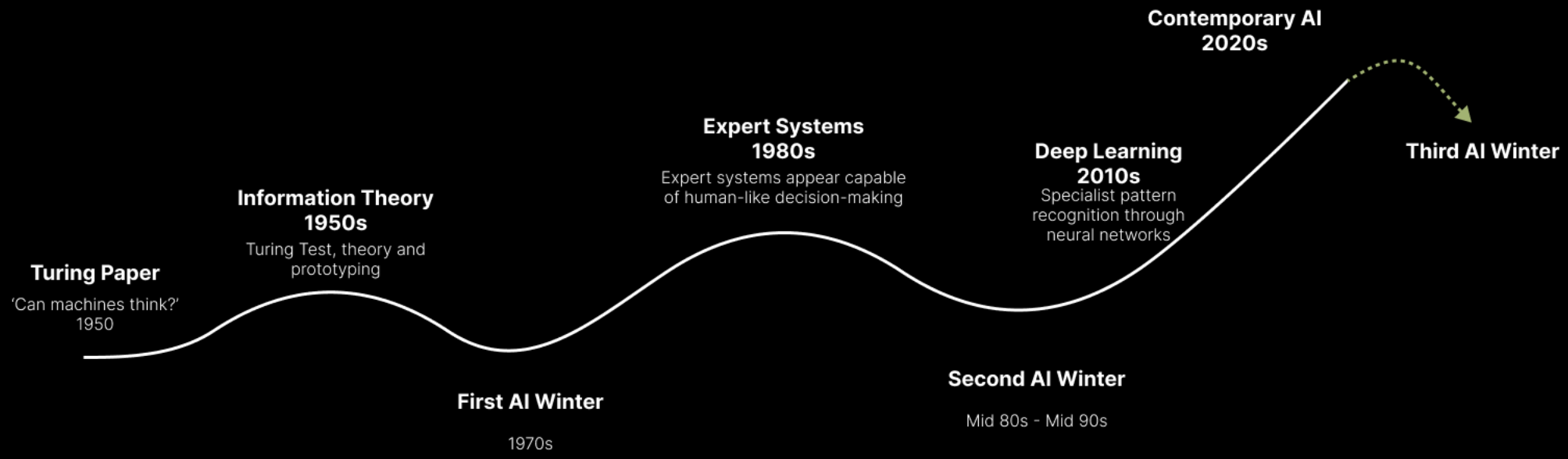

Information Theory
1950s
Turing Test, theory and
prototyping
Turing Paper
‘Can machines think?’
1950

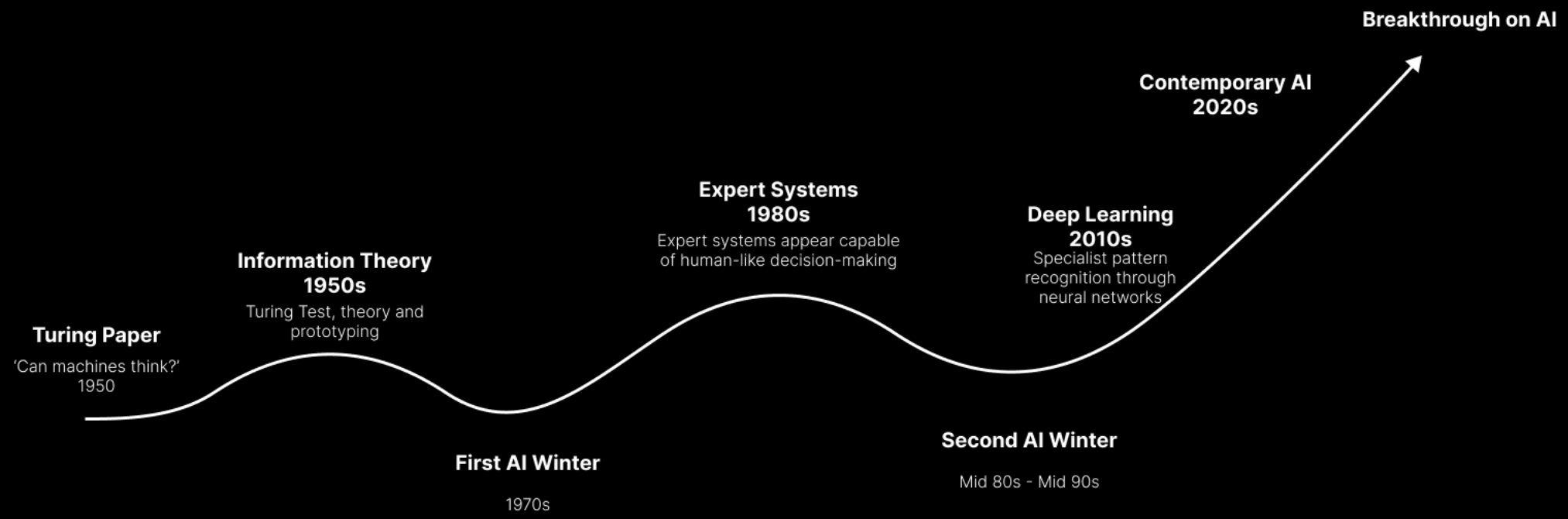

Information Theory
1950s
Turing Test, theory and prototyping
Turing Paper
'Can machines think?'
1950
First AI Winter
1970s

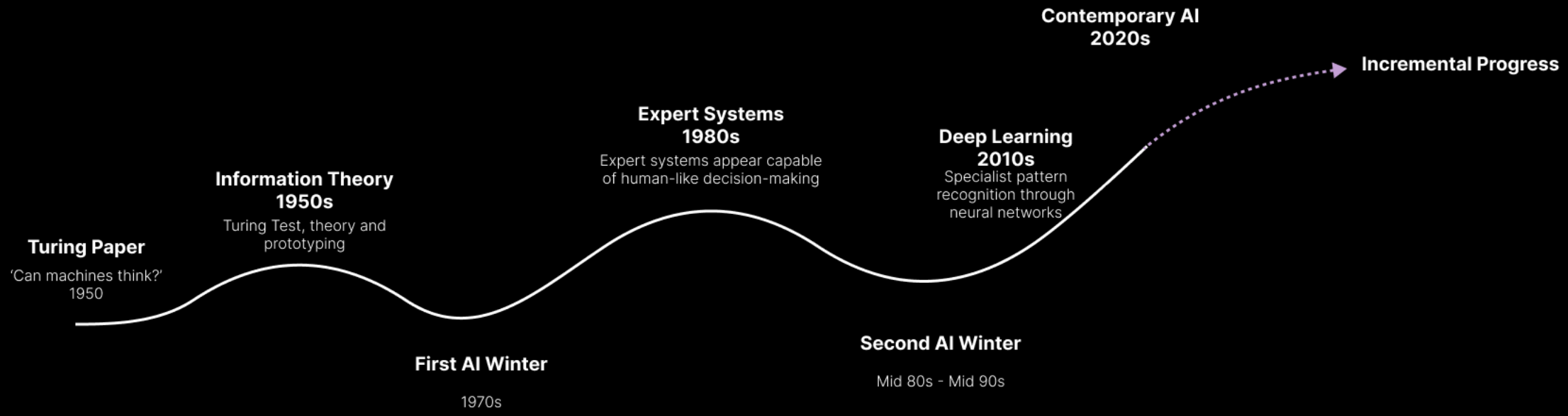

Turing Paper
'Can machines think?'
1950
Information Theory
1950s
Turing Test, theory and
prototyping
First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable
of human-like decision-making


Turing Paper
'Can machines think?'
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Information Theory
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Turing Test, theory and
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First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable
of human-like decision-making
Second AI Winter
Mid 80s - Mid 90s


Turing Paper
'Can machines think?'
1950
Information Theory
1950s
Turing Test, theory and prototyping
First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable of human-like decision-making
Second AI Winter
Mid 80s - Mid 90s
Deep Learning
2010s
Specialist pattern recognition through neural networks
Contemporary AI
2020s


Turing Paper
'Can machines think?'
1950
Information Theory
1950s
Turing Test, theory and prototyping
First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable of human-like decision-making
Second AI Winter
Mid 80s - Mid 90s
Deep Learning
2010s
Specialist pattern recognition through neural networks
Contemporary AI
2020s
Third AI Winter


Turing Paper
'Can machines think?'
1950
Information Theory
1950s
Turing Test, theory and prototyping
First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable of human-like decision-making
Second AI Winter
Mid 80s - Mid 90s
Deep Learning
2010s
Specialist pattern recognition through neural networks
Contemporary AI
2020s
Breakthrough on AI


Turing Paper
'Can machines think?'
1950
Information Theory
1950s
Turing Test, theory and prototyping
First AI Winter
1970s
Expert Systems
1980s
Expert systems appear capable of human-like decision-making
Second AI Winter
Mid 80s - Mid 90s
Deep Learning
2010s
Specialist pattern recognition through neural networks
Contemporary AI
2020s
Incremental Progress

Hva er AI?

AI er **ikke** en teknologi

Kontemporær AI

er en samlebetegnelse for teknologier

LLM - Large Language Model

VLM - Vision Language Model

CUA - Computer Use Agent

ACP - Agent Communication Protocol

A2A - Agent-to-Agent Protocol

MCP - Model Context Protocol

AP2 - Agent Payment Protocol

ANP - Agent Network Protocol

ACP - Agentic Commerce Protocol

SLM - Small Language Model

LLM har ikke **magien** til AI

LLM har ikke magien til AI

	Regelbaserte systemer	LLMs
Determinisme	✅ Alltid deterministisk	❌ Variable responser grunnet probabilistisk natur
Forklarbarhet	✅ Hver beslutning følger en streng regel	❌ Vanskelig å spore resonnement
Tilpasningsevne	❌ Rigid, krever manuelle oppdateringer	✅ Selvforbedrende gjennom kontinuerlig læring
Hastighet	✅ Rask	❌ Treg
Kontekstforståelse	❌ Begrenset til forhåndsprogrammerte regler	✅ Avansert kontekstuell forståelse
Håndtering av særtilfeller	❌ Krever eksplisitte regler for hvert scenario	✅ Generaliserer bedre, men kan hallusinere

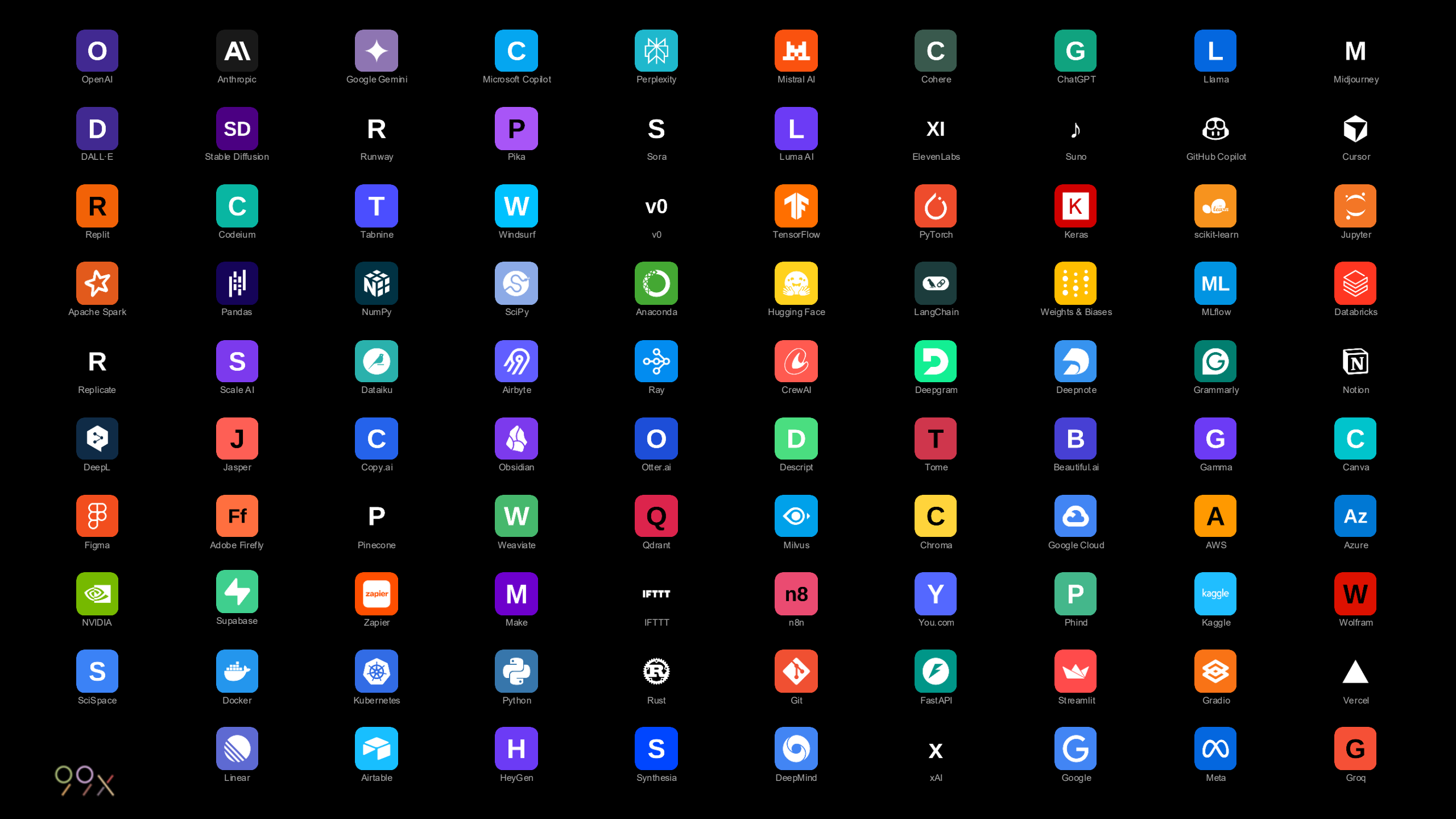
Utvikling er **ikke** å skrive kode

Utvikling er å definere hva som skal bygges og hvorfor

I dag skal jeg vise eksempler på software du kan skape med AI og kompetansen du allerede har

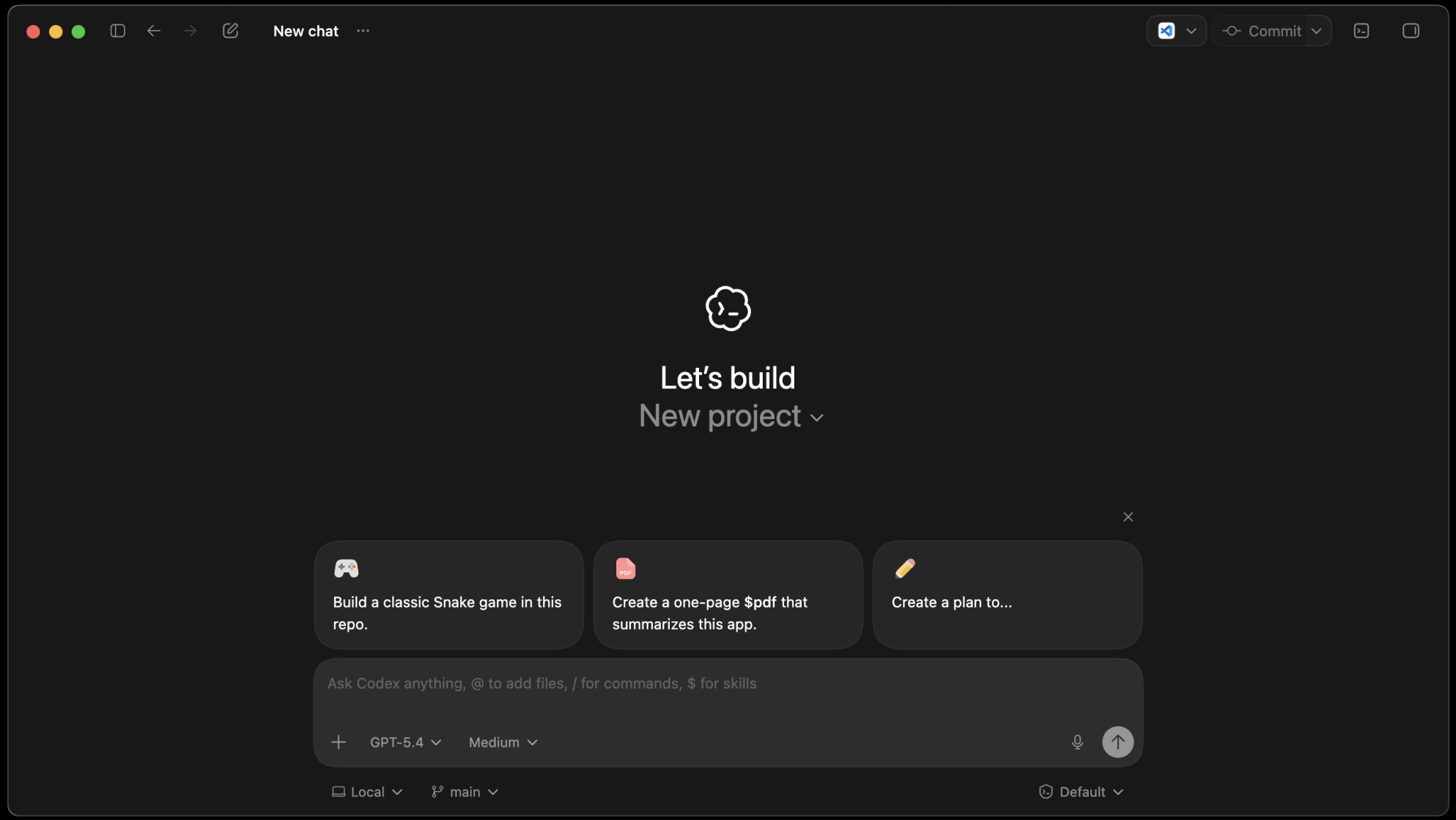
TOOLS

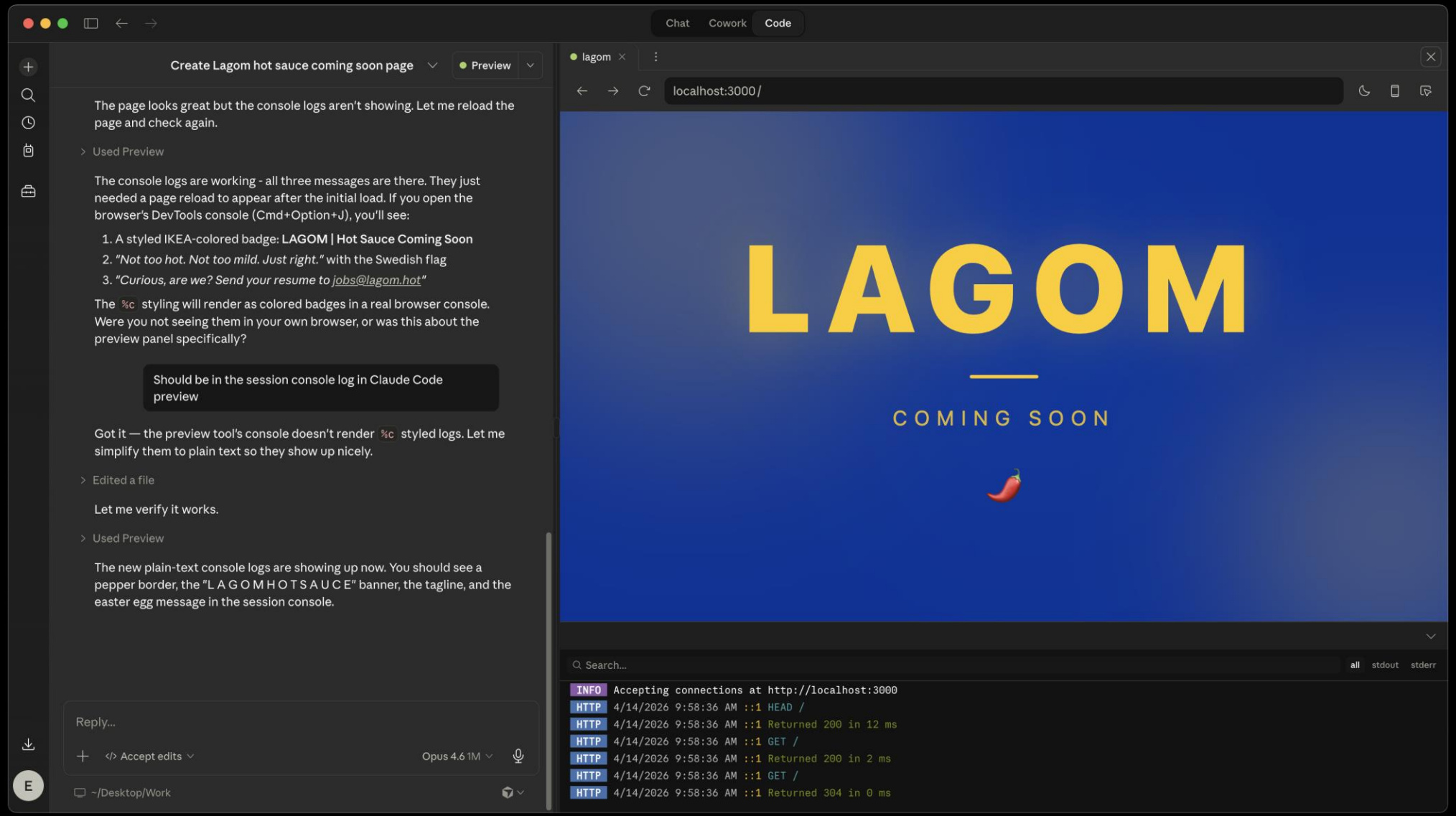

STIHL
STIHL
STIHL


OpenAI
Anthropic
Google Gemini
Microsoft Copilot
Perplexity
Mistral AI
Cohere
ChatGPT
Llama
Midjourney
DALL·E
Stable Diffusion
Runway
Pika
Sora
Luma AI
ElevenLabs
Suno
GitHub Copilot
Cursor
Replit
Codeium
Tabnine
Windsurf
v0
TensorFlow
PyTorch
Keras
scikit-learn
Jupyter
Apache Spark
Pandas
NumPy
SciPy
Anaconda
Hugging Face
LangChain
Weights & Biases
MLflow
Databricks
Replicate
Scale AI
Dataiku
Airbyte
Ray
CrewAI
Deepgram
Deepnote
Grammarly
Notion
DeepL
Jasper
Copy.ai
Obsidian
Otter.ai
Descript
Tome
Beautiful.ai
Gamma
Canva
Figma
Adobe Firefly
Pinecone
Weaviate
Qdrant
Milvus
Chroma
Google Cloud
AWS
Azure
NVIDIA
Supabase
Zapier
Make
IFTTT
n8n
You.com
Phind
Kaggle
Wolfram
SciSpace
Docker
Kubernetes
Python
Rust
Git
FastAPI
Streamlit
Gradio
Vercel
Linear
Airtable
HeyGen
Synthesia
DeepMind
xAI
Google
Meta
Groq

Resultat = f (Model Prompt Context)

Verktøy for å komme i gang


New chat
Commit
Let's build
New project
Build a classic Snake game in this repo.
Create a one-page $pdf that summarizes this app.
Create a plan to...
Ask Codex anything, @ to add files, / for commands, $ for skills
GPT-5.4
Medium
Local
main
Default


Chat
Cowork
Code
Create Lagom hot sauce coming soon page
Preview
The page looks great but the console logs aren't showing. Let me reload the page and check again.
Used Preview
The console logs are working - all three messages are there. They just needed a page reload to appear after the initial load. If you open the browser's DevTools console (Cmd+Option+J), you'll see:
1. A styled IKEA-colored badge: LAGOM | Hot Sauce Coming Soon
2. "Not too hot. Not too mild. Just right." with the Swedish flag
3. "Curious, are we? Send your resume to jobs@lagom.hot"
The %c styling will render as colored badges in a real browser console. Were you not seeing them in your own browser, or was this about the preview panel specifically?
Should be in the session console log in Claude Code preview
Got it — the preview tool's console doesn't render %c styled logs. Let me simplify them to plain text so they show up nicely.
Edited a file
Let me verify it works.
Used Preview
The new plain-text console logs are showing up now. You should see a pepper border, the "L A G O M H O T S A U C E" banner, the tagline, and the easter egg message in the session console.
Reply...
Accept edits
Opus 4.6 1M
~/Desktop/Work
lagom
localhost:3000/
LAGOM
COMING SOON
Search...
all
stdout
stderr
INFO Accepting connections at http://localhost:3000
HTTP 4/14/2026 9:58:36 AM ::1 HEAD /
HTTP 4/14/2026 9:58:36 AM ::1 Returned 200 in 12 ms
HTTP 4/14/2026 9:58:36 AM ::1 GET /
HTTP 4/14/2026 9:58:36 AM ::1 Returned 200 in 2 ms
HTTP 4/14/2026 9:58:36 AM ::1 GET /
HTTP 4/14/2026 9:58:36 AM ::1 Returned 304 in 0 ms


Anthropic
Allow once
Allow always
Reject

Verktøy for viderekommende



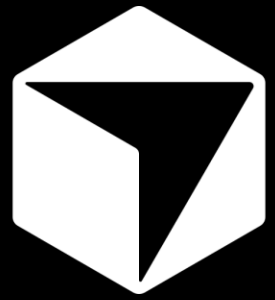
VS Code



Antigravity



Kiro



Cursor

LET’S BUILD!

Nettside

spec.md 4.63 KiB

Code | Preview

Simple Landing Page

What It Does

A single-page product landing page for LAGOM SAUCE, a fictional Scandinavian condiment line. The page presents the brand, its four SKUs, assembly instructions, sustainability information, an FAQ, and a customer service number -- all written in deadpan, matter-of-fact Scandinavian copy. Everything is static HTML with local assets; no backend, no checkout, no real product.

The purpose is to showcase how different LLMs interpret a loose creative brief and produce different visual and structural results from the same input.

Tone and Voice

- Deadpan, dry, self-contradictory. Swedish-adjacent humor delivered with inappropriate calm.
- No exclamation marks anywhere in UI copy.
- Scandinavian heritage expressed through voice and restraint -- not through Viking imagery, postcard nature scenes, or folksy decoration.
- Sustainability messaging is sincere in content but absurd in placement and proportion (e.g. Scoville warnings at the same visual weight as recycling fine print).
- The page should feel like real product packaging that happens to be slightly wrong.

Brand

- **Name:** LAGOM SAUCE
- **Tagline:** *Lagom är bäst.* (Swedish: just right is best.)
- **Palette:** Yellow and blue.
- **Market position:** Mass-home, broad demographic -- the same everyday households that shop at large Scandinavian furniture stores. Practical, value-conscious, design-aware.
- **Region:** Primary market launch (Nordics / home region). Do not name specific retailers or imply endorsement by any real brand.

Product Lineup

Four SKUs, presented however the implementer sees fit (cards, grid, list, table, etc.):

SKU	Name	Notes
1	LAGOM	The baseline. Appropriate heat. Nothing to report.
2	LITE MER ÄN LAGOM	Slightly more than just right. For when LAGOM is not enough but you still want to be reasonable.
3	INTE ALLS LAGOM	Not at all just right. Include a warning line about heat/Scoville delivered with the same calm tone as the rest of the page.
4	ÅNGRAR	Regret. Discontinued but still available. Include a non-functional or clearly fake customer service number.

Each SKU should have a name, a short description, and any relevant detail (heat level, availability, warnings). Exact copy, layout, and level of detail are up to the implementer.

Page Sections

The page must include the following sections. Order, visual treatment, and naming are up to the implementer:

1. **Hero / introduction** -- Brand name, tagline, and a brief orientation to what this product line is.
2. **Product lineup** -- The four SKUs with enough information to understand each one.
3. **Assembly instructions** -- A set of steps for assembling, preparing, or serving the sauce. Step 4 is missing. Do not explain why step 4 is missing. Present the steps as if nothing is wrong.
4. **Sustainability** -- Credible-sounding messaging about materials, packaging, disposal, and recycling. Written in the same deadpan register as the rest of the page. Heat and Scoville information may appear here, presented with the same visual weight as recycling instructions.
5. **FAQ** -- A set of questions and answers. The answers should stay in character: technically responsive but not actually helpful. Do not break the fourth wall.
6. **Customer service / footer** -- Include a fake customer service phone number. The number must be clearly non-functional (e.g. too many digits, obviously fake pattern, or labeled as decorative). Include standard footer content as appropriate.

Creatives and Assets

- **Local assets only.** All images, photos, and graphics must be downloaded into the project and served from the same origin as the HTML. No hotlinking to external CDNs or image services at runtime.
- **Photos:** Unsplash or similar freely licensed sources may be used to find images, but the built page must reference local file paths only. A photo attribution line somewhere on the page is acceptable.
- **SVG:** Include original SVG graphics for brand, decorative, or instructional elements -- icons, dividers, simple diagrams. Inline SVG or local `.svg` files are both fine.
- No API keys or server-side fetching required for creatives.

Technical Constraints

- Single-page application (one primary HTML file; CSS, JS, and asset files as needed).
- No backend, API, or database.
- No login or authentication.
- Frontend-only; all logic and rendering runs in the browser.
- localStorage is not required.

Non-Goals

- User accounts or authentication
- Server-side storage or cloud sync
- Real e-commerce, checkout, or payment
- Real phone routing or customer service
- Analytics platform integration
- Any real product or brand affiliation

- Tone and Voice
- Brand
- Product Lineup
- Page Sections
- Creative and Assets

buildspec.egil.biz

LAGOM SAUCE

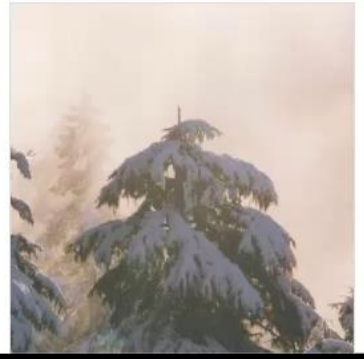
Lagom är bäst.

Condiment for everyday situations.

This is a line of sauces. They are intended to be consumed with food. We have packaged them in standard containers for your convenience.

Product Lineup







gemini

buildspec.egil.biz

CONDIMENTS FOR ORDINARY RESTRAINT
LAGOM SAUCE

Lineup Assembly Sustainability FAQ Service

PRIMARY MARKET LAUNCH FOR THE HOME REGION

LAGOM SAUCE

Lagom är bäst.

A complete sauce system for households that would prefer not to discuss sauce at length. Four calibrated variants are provided so you may remain moderate, become less moderate, or make a small administrative mistake.

Inspect SKUs | **Assembly instructions**



Household note

All sauces are suitable for dinner, lunch, and

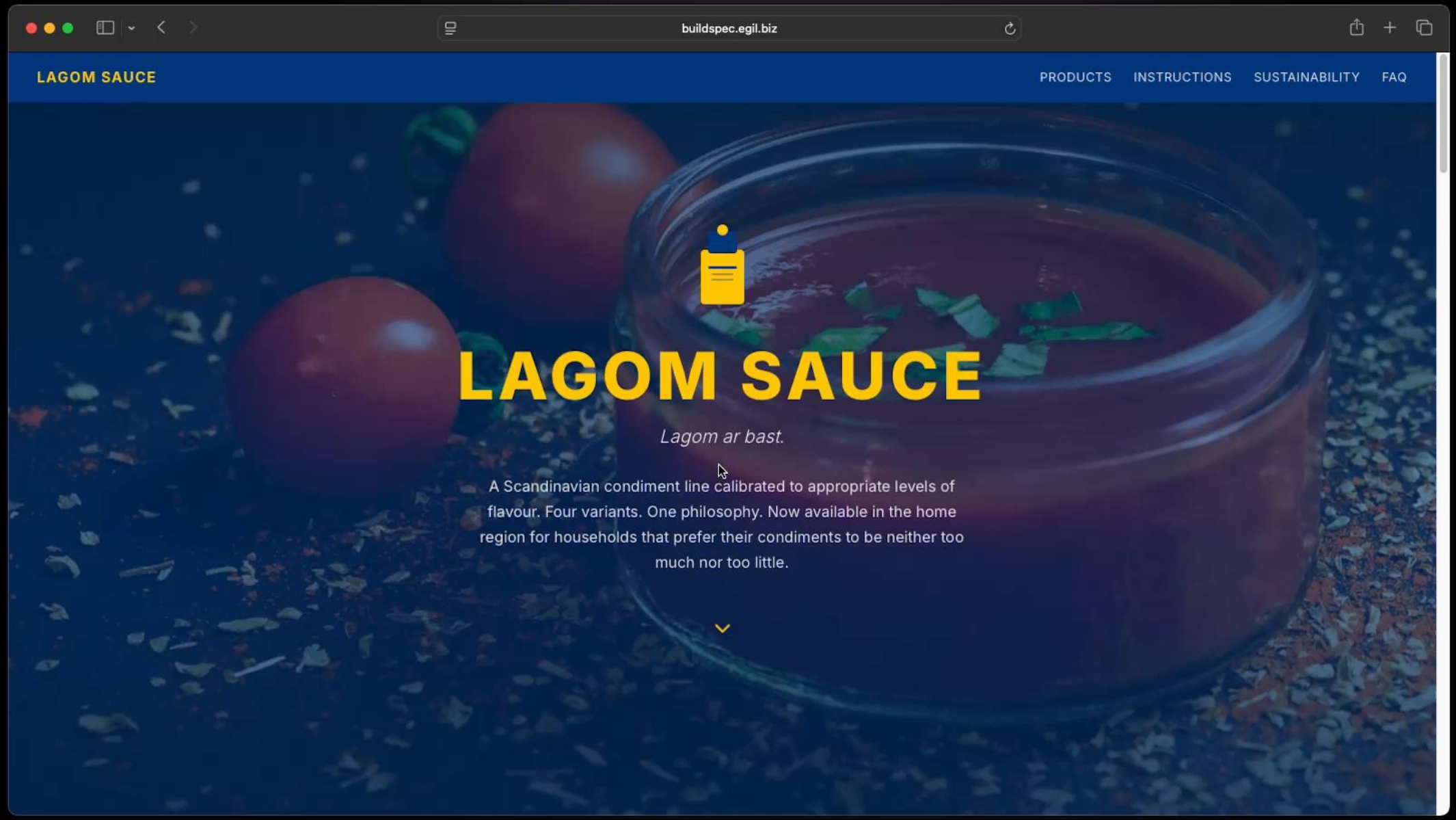
Heat disclosure

Scoville ranges are printed with the same

Packaging matter

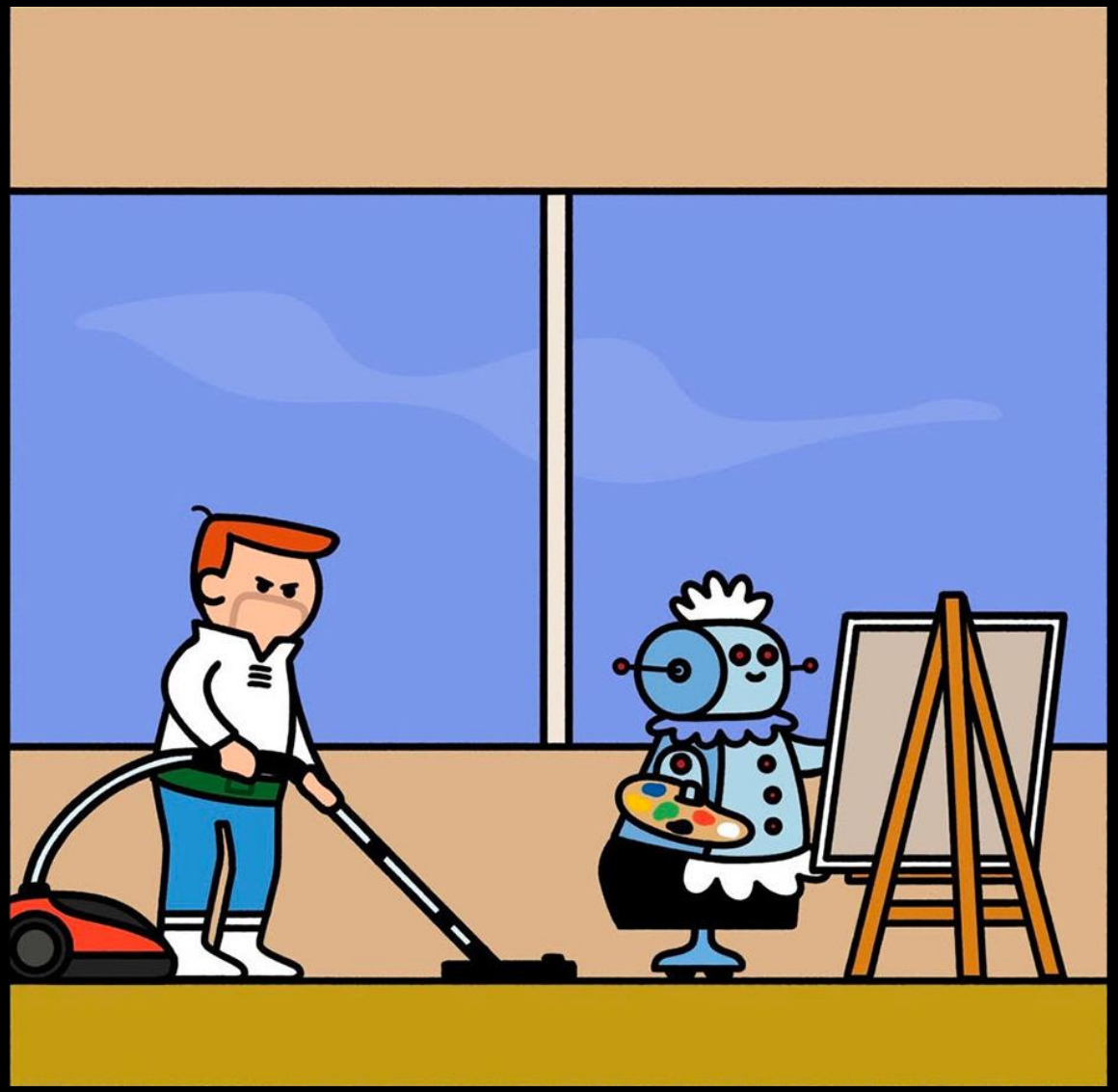
Outer tray separates cleanly from expectations.

gpt

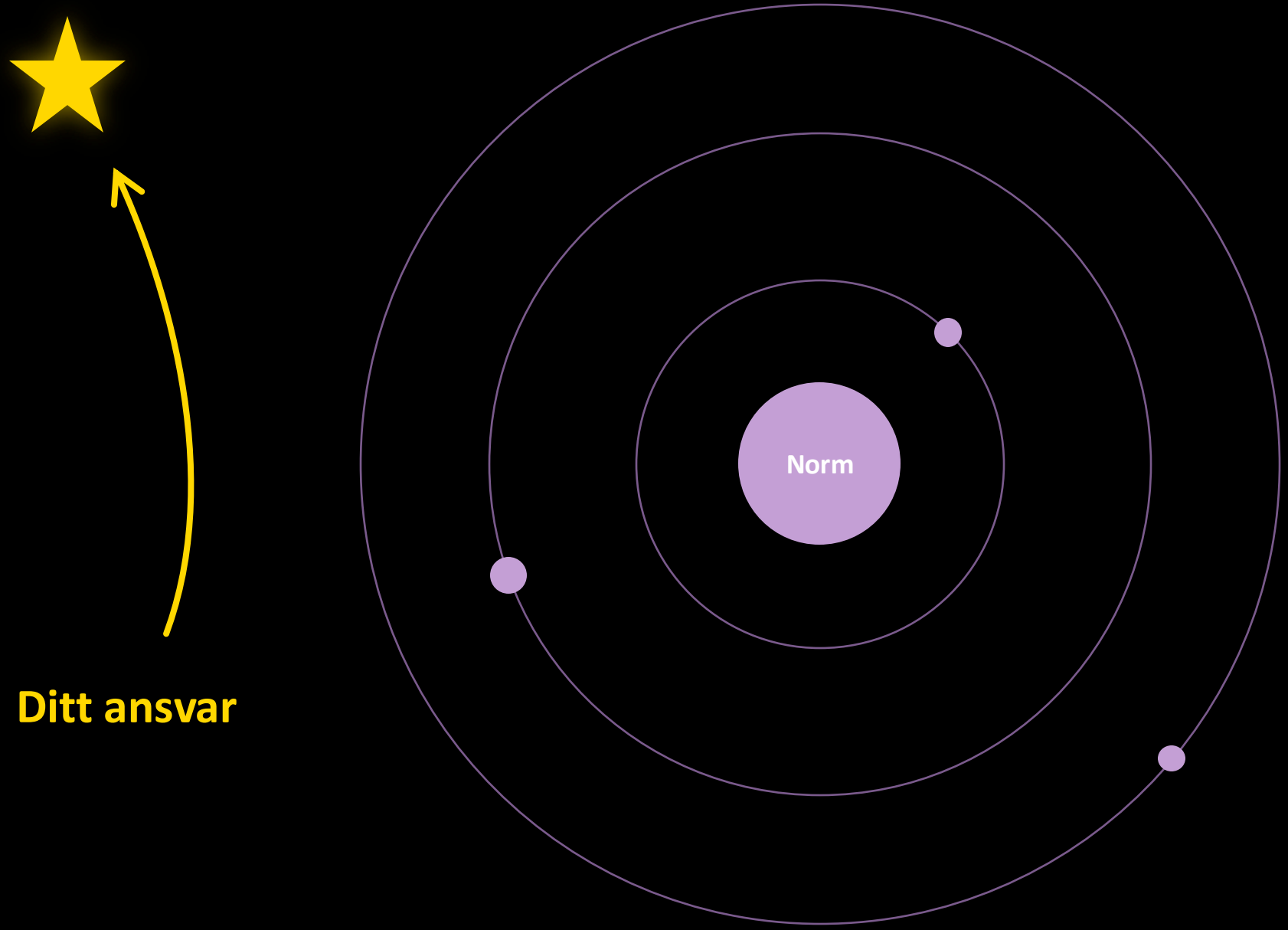

buildspec.egil.biz
LAGOM SAUCE
PRODUCTS
INSTRUCTIONS
SUSTAINABILITY
FAQ
LAGOM SAUCE
Lagom ar bast.
A Scandinavian condiment line calibrated to appropriate levels of flavour. Four variants. One philosophy. Now available in the home region for households that prefer their condiments to be neither too much nor too little.

claude-opus

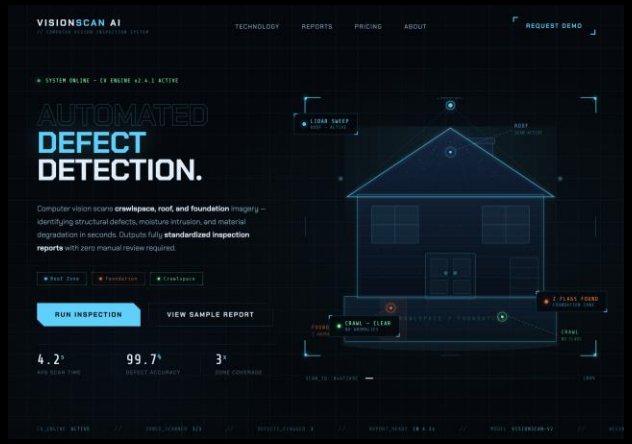
Mangler spesifikasjoner



AI drar seg mot gjennomsnittet

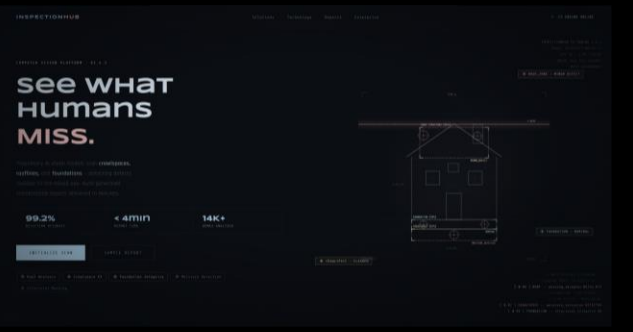

Norm
Ditt ansvar

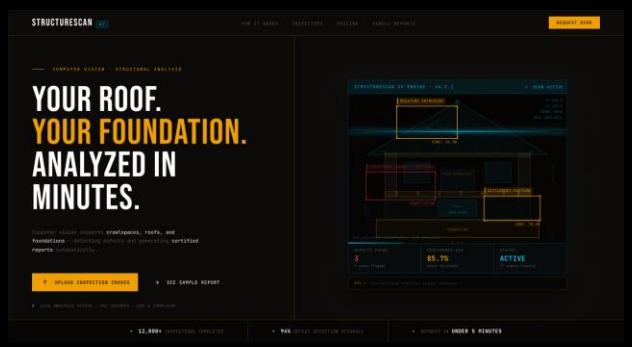
Hva skjer når alle bruker de samme verktøyene?


VISIONSCAN AI
TECHNOLOGY
REPORTS
PRICING
ABOUT
REQUEST DEMO
AUTOMATED
DEFECT
DETECTION.
Computer vision scans crawlspace, roof, and foundation imagery — identifying structural defects, moisture intrusion, and material degradation in seconds. Outputs fully standardized inspection reports with zero manual review required.
RUN INSPECTION
VIEW SAMPLE REPORT
4.2s
99.7%
3x

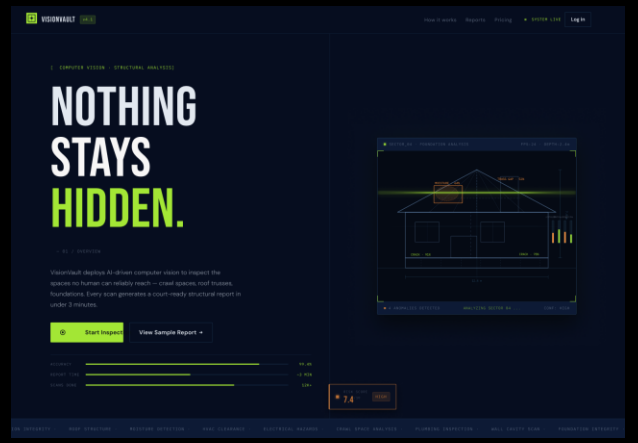

INSPECTAI
SEE EVERY
HIDDEN FLAW
BEFORE IT COSTS
SCAN YOUR HOME
99.7%
2.3M
47min

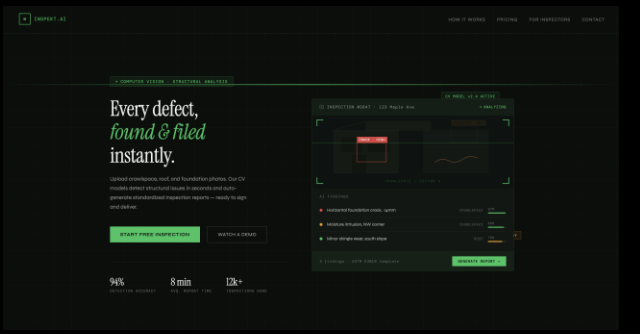

INSPECT AI
Your Inspector
Missed The Cracks
That Will Cost You
$40,000
ANALYZE MY HOME NOW

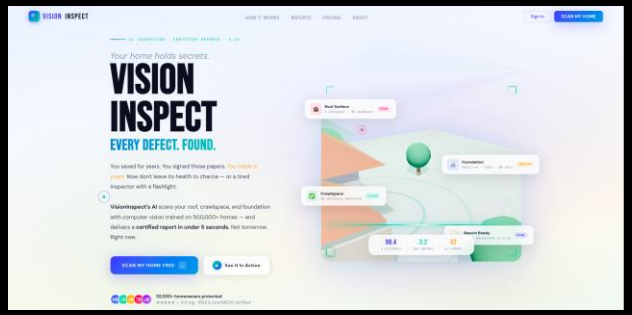

see what
humans
MISS.
99.2%
< 4min
14K+

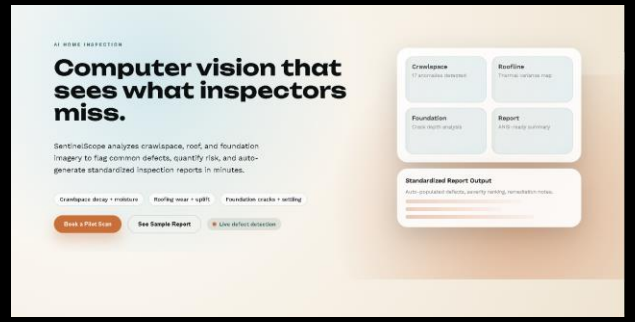

STRUCTURESCAN
YOUR ROOF.
YOUR FOUNDATION.
ANALYZED IN
MINUTES.

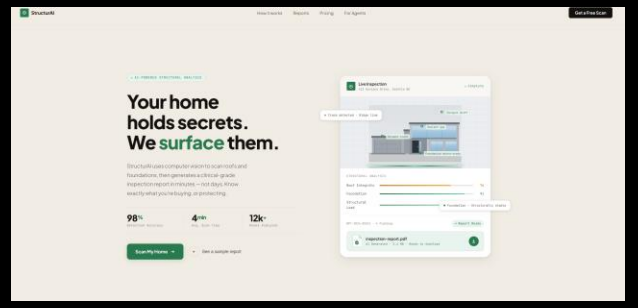

SYSTEM ONLINE — INSPECTOR UNIT 3.2
AI-POWERED STRUCTURAL DIAGNOSTICS
EVERY CRACK.
EVERY CORNER.
NOTHING
MISSED.
BOOK AN INSPECTION
WATCH DEMO

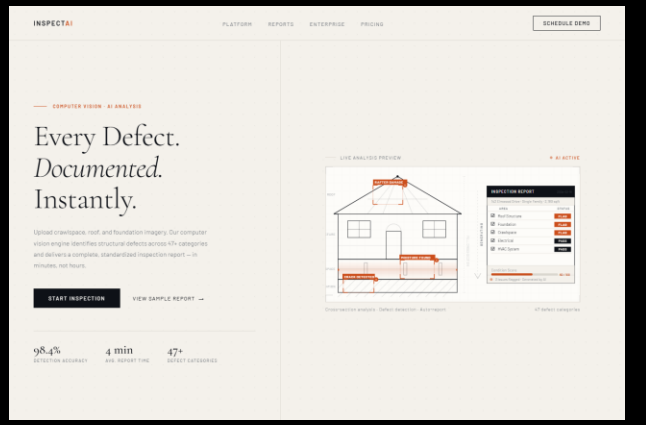

NOTHING
STAYS
HIDDEN.
Start Inspect
View Sample Report


Every defect,
found & filed
instantly.
START FREE INSPECTION
WATCH A DEMO
94%
8 min
12k+


VISION INSPECT
Your home holds secrets.
VISION
INSPECT
EVERY DEFECT. FOUND.
SCAN MY HOME FREE


AI HOME INSPECTION
Computer vision that sees what inspectors miss.
Book a Pilot Scan
See Sample Report


Your home
holds secrets.
We surface them.
98%
4min
12k+


INSPECTAI
SCHEDULE DEMO
Every Defect.
Documented.
Instantly.
START INSPECTION
VIEW SAMPLE REPORT
98.4%
4 min
47+

Stratum

Home Method Study Pricing

Sign In

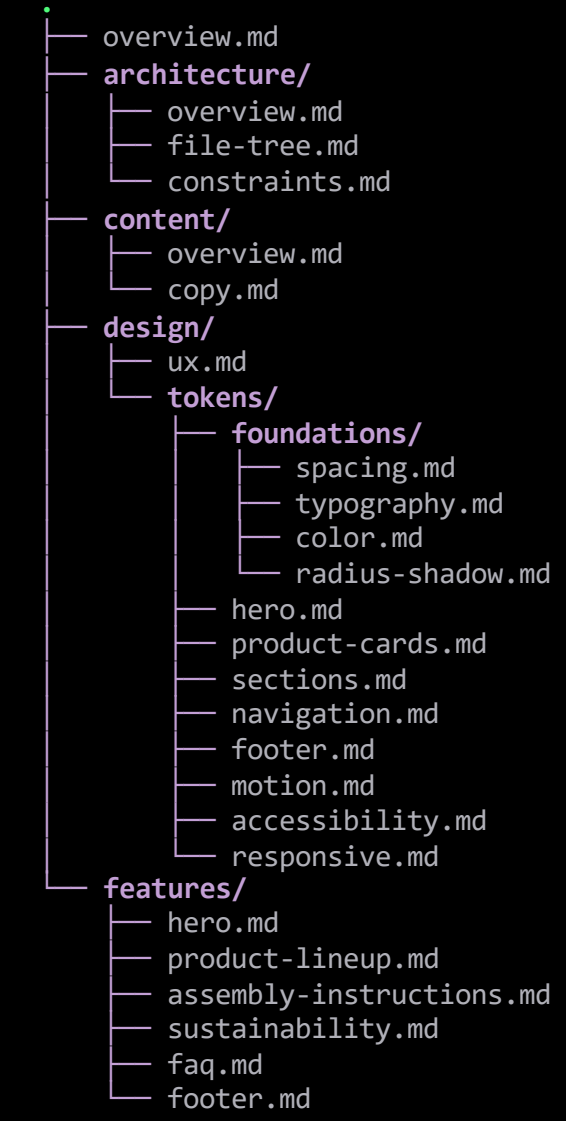
Inspect Smarter . See Every Flaw. Report Instantly.

Automate your reporting with AI-driven analysis. Precision detection for crawlspaces, roofing, and foundations—delivered in seconds, not hours.

View Sample Audit



Spesifikasjoner



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LAGOM SAUCE

Products Assembly Manual Sustainability FAQ

LAGOM SAUCE

Lagom är bäst.

Just right is best.

Discover the Range



gemini

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LAGOM SAUCE

Products Assembly Sustainability FAQ

INDEPENDENT CONDIMENT LINE

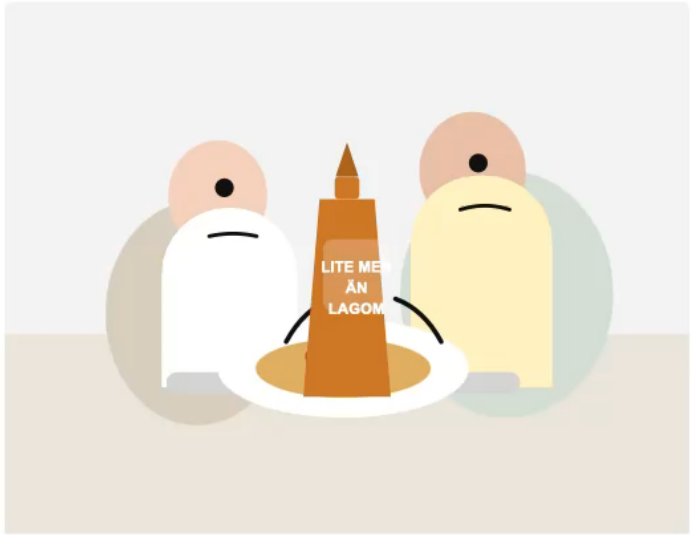
LAGOM SAUCE

Lagom är bäst.

Just right is best.

Four sauces for households that prefer calm typography, practical packaging, and measured amounts of emotional consequence.

Discover the Range



gpt

buildspec.egil.biz

LAGOM SAUCE

Products Assembly Sustainability FAQ

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Lagom är bäst.

Just right is best.

Discover the Range



claude-opus

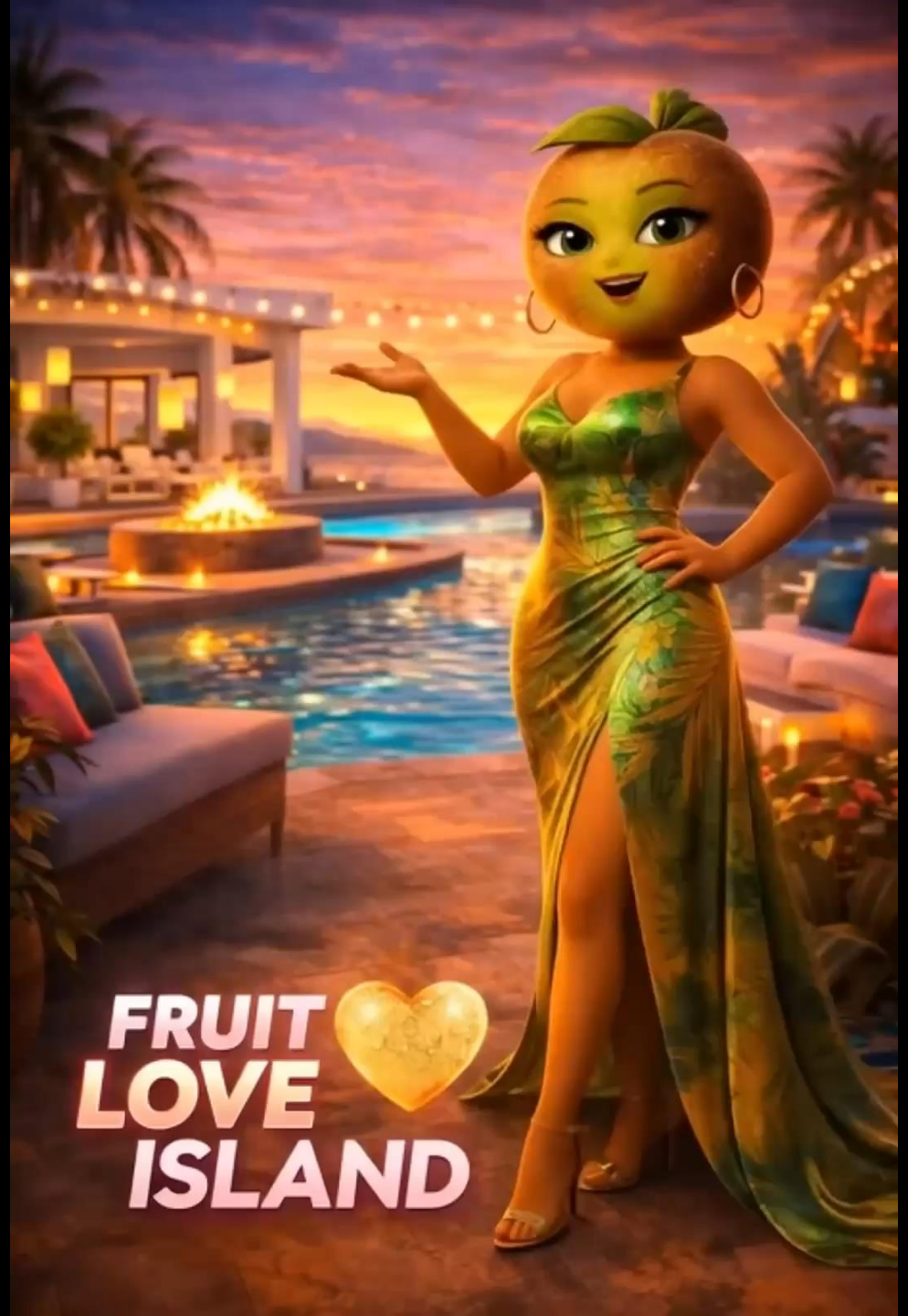
- Gemini billigst, men størst relati
  spesifikasjoner
- Claude dyrest
  8x dyr

, nesten

effektiv tokenbruk med
ner

ALLE ER GODE NOK!

Ideer er ferskvare

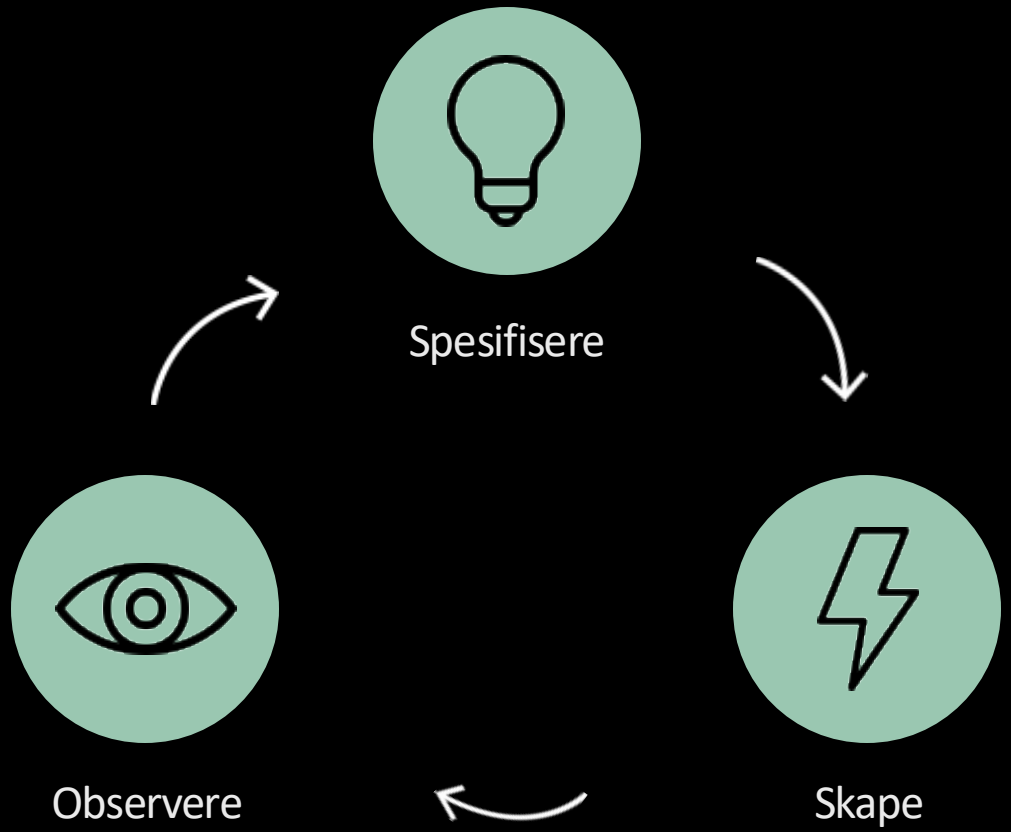

FRUIT
LOVE
ISLAND

AI er den perfekte kopimaskinen

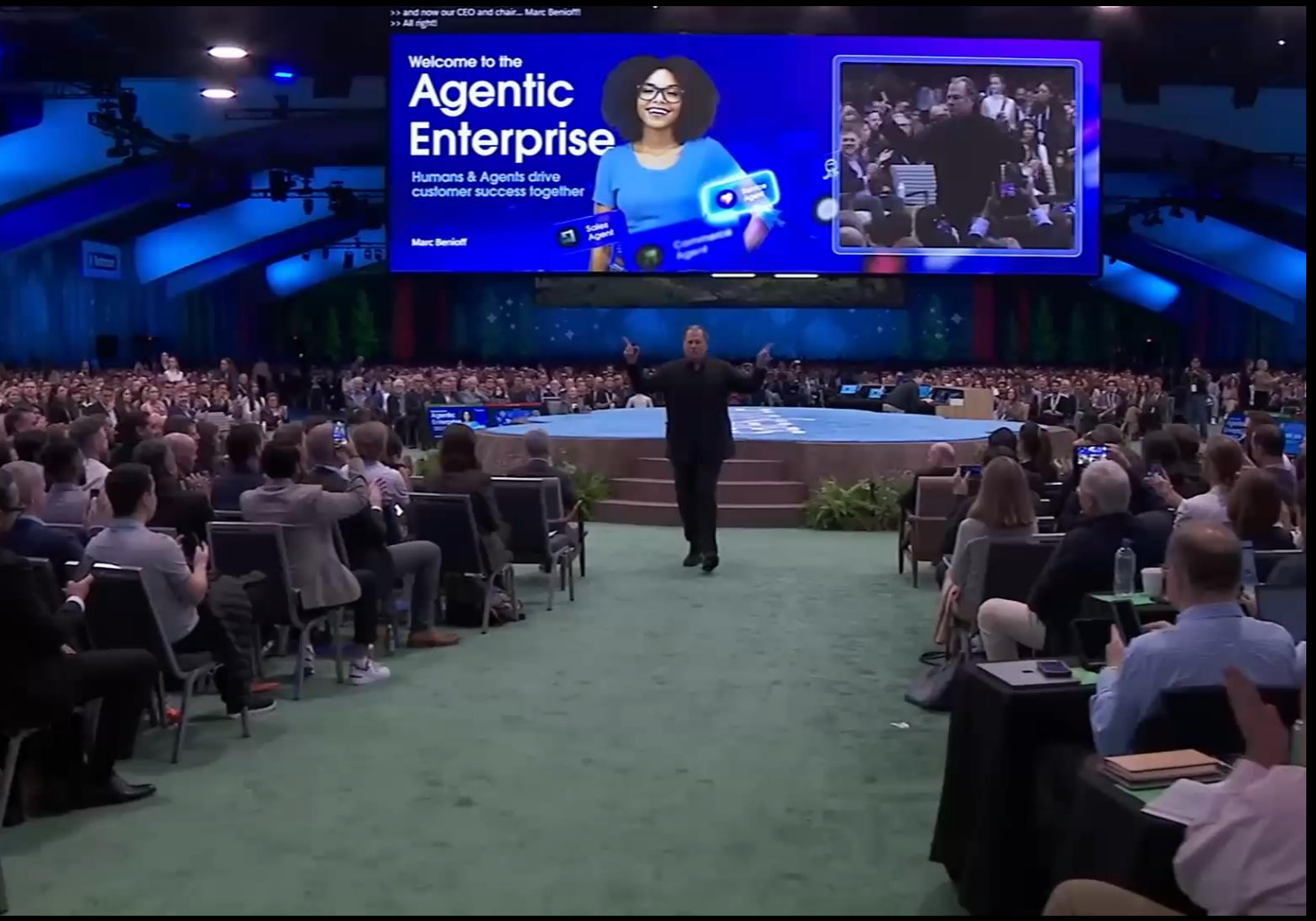

REVEAL
YOUR
BEAUTY



Hvordan kopiere


Spesifisere
Skape
Observere

AI GJØR DET VANSKELIGERE Å SKILLE SEG UT



Når funksjonen lanseres bruker alle den

Det finnes ingen SaaS-løsning som er bygget bare for deg

Buy the best, build the rest

Steget fra bruker til **skaper** er kortere enn du tror

Kanban Content Planner

overview.md 3.71 KiB

Code | Preview

Kanban Content Planner

Goal

A browser-based Kanban board for editorial teams to plan, organize, and track content across publications and seasonal events. The app runs entirely in the browser with localStorage persistence — no login, no backend, no API.

Target User

Content strategists, editors, and marketing coordinators at Norwegian and Swedish publications who need a lightweight planning tool for seasonal editorial calendars without enterprise overhead.

How It Works

1. On first launch the user chooses **Start from scratch** or **Load placeholder data** (Norwegian or Swedish editorial examples).
2. The user creates boards (e.g., "VG Sommerkampanje 2026"), each with custom columns (e.g., Idé → Utkast → Korrektur → Publisert).
3. Cards represent content pieces with title, description, publication, market, event tag, due date, and priority.
4. Cards are dragged between columns and reordered within columns using native HTML Drag and Drop.
5. A right-side drawer opens for card editing, keeping the board visible for context.
6. Filters narrow the view by market, publication, event, or free-text search.
7. All state is saved to browser localStorage automatically on every change.

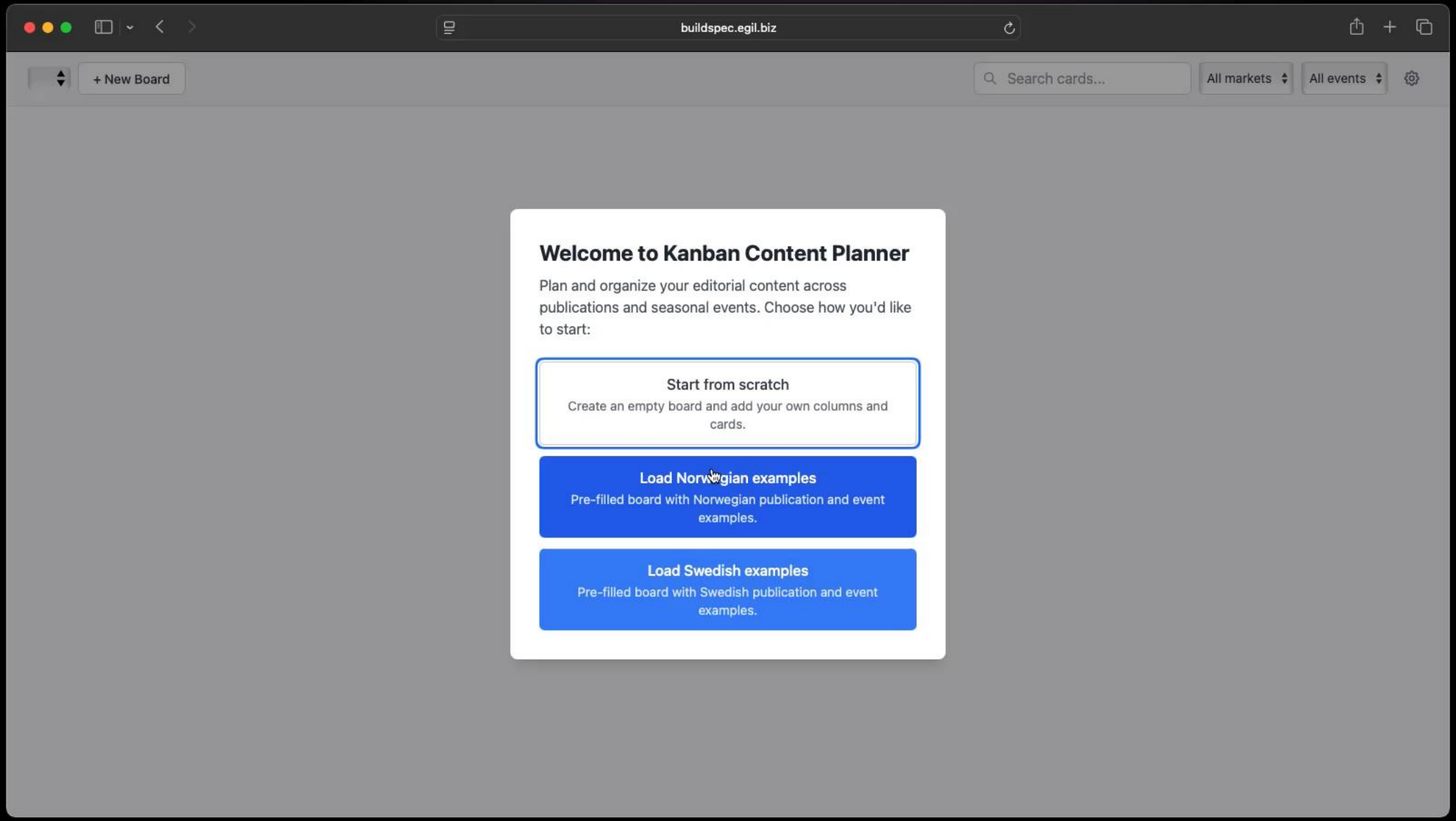
Spec Files

- `architecture/overview.md` — component tree, state flow, localStorage architecture
- `architecture/data-model.md` — TypeScript interfaces for Board, Column, Card, AppState
- `architecture/file-tree.md` — exact source directory structure
- `architecture/component-contracts.md` — every React component defined by props and semantic HTML
- `architecture/constraints.md` — prohibited patterns and dependency rules
- `api/endpoints.md` — not applicable (local-only app)
- `api/authentication.md` — not applicable (no auth)
- `design/ux.md` — composition index referencing token files
- `design/tokens/foundations/spacing.md` — spacing scale and rhythm
- `design/tokens/foundations/typography.md` — type scale and hierarchy
- `design/tokens/foundations/color.md` — palette and contrast rules
- `design/tokens/foundations/radius-shadow.md` — corners, borders, elevation
- `design/tokens/board-layout.md` — grid, columns, scroll behavior
- `design/tokens/card.md` — card hierarchy, chips, density
- `design/tokens/form-controls.md` — inputs, selects, validation
- `design/tokens/button-and-actions.md` — action button behavior
- `design/tokens/navigation-and-toolbar.md` — toolbar, filters, search
- `design/tokens/overlays.md` — right-side drawer and dialogs
- `design/tokens/feedback-states.md` — toasts, empty states, errors
- `design/tokens/motion.md` — transitions, drag/drop animation
- `design/tokens/accessibility.md` — keyboard, focus, WCAG 2.2 AA
- `design/tokens/responsive.md` — breakpoints, mobile layout
- `features/board-management.md` — create, rename, switch, delete boards
- `features/columns.md` — custom column management
- `features/card-lifecycle.md` — create, edit, move, archive cards
- `features/drag-and-drop.md` — drag behavior for cards and columns
- `features/filter-and-search.md` — filtering and text search
- `features/local-persistence.md` — localStorage semantics and recovery
- `features/first-run-onboarding.md` — first launch decision screen
- `features/mobile-interactions.md` — touch interactions and small-screen layout
- `features/accessibility-and-keyboard.md` — keyboard operations and WCAG criteria
- `placeholder-data/overview.md` — purpose and lifecycle of sample data
- `placeholder-data/schema.md` — JSON structure for sample objects
- `placeholder-data/no-seasonal-editorial.md` — Norwegian editorial examples
- `placeholder-data/se-seasonal-editorial.md` — Swedish editorial examples
- `placeholder-data/onboarding-copy.md` — first-run UX copy

- Mål
- Bruker
- Funksjonalitet
- Spesifikasjoner

Spesifikasjoner




buildspec.egil.biz
+ New Board
Search cards...
All markets
All events
Welcome to Kanban Content Planner
Plan and organize your editorial content across publications and seasonal events. Choose how you'd like to start:
Start from scratch
Create an empty board and add your own columns and cards.
Load Norwegian examples
Pre-filled board with Norwegian publication and event examples.
Load Swedish examples
Pre-filled board with Swedish publication and event examples.

claude-opus

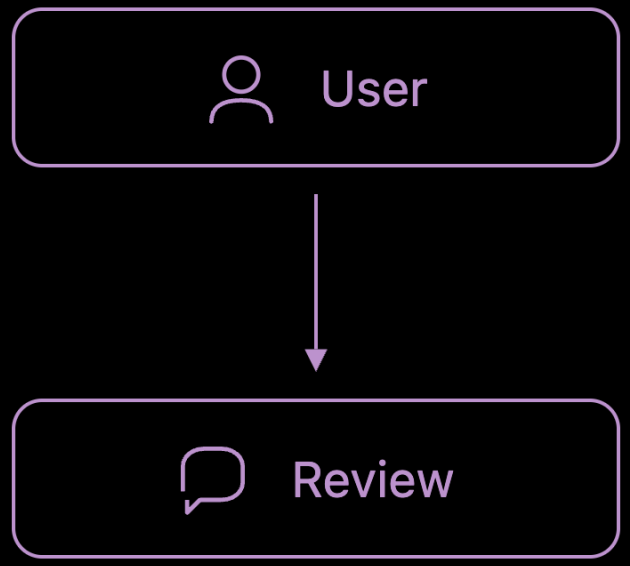


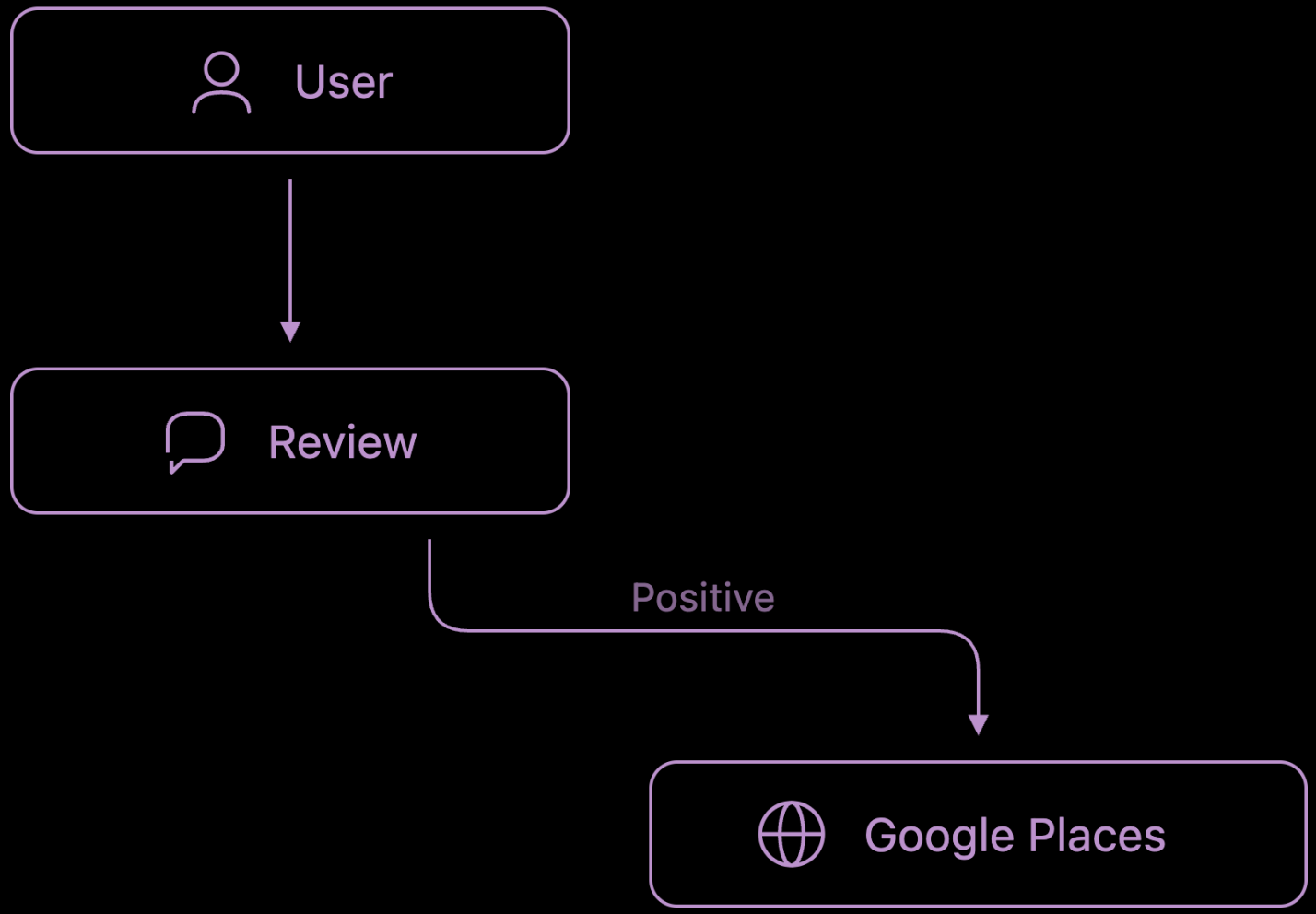
Det dere nettopp lærte tok meg 25 år å mestre

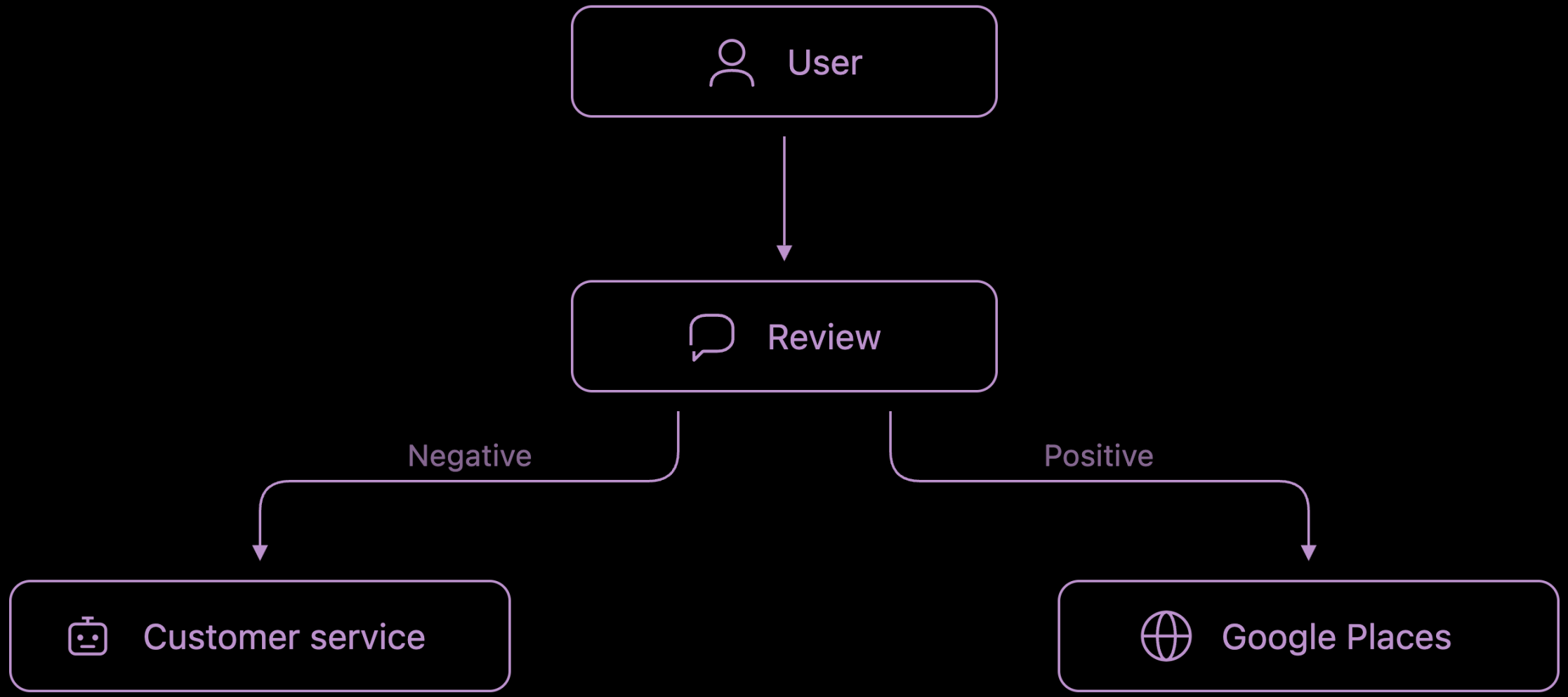
99X

Skape tjenester som bruker AI

Review Gate


User
Review


User
Review
Positive
Google Places


User
Review
Negative
Positive
Customer service
Google Places

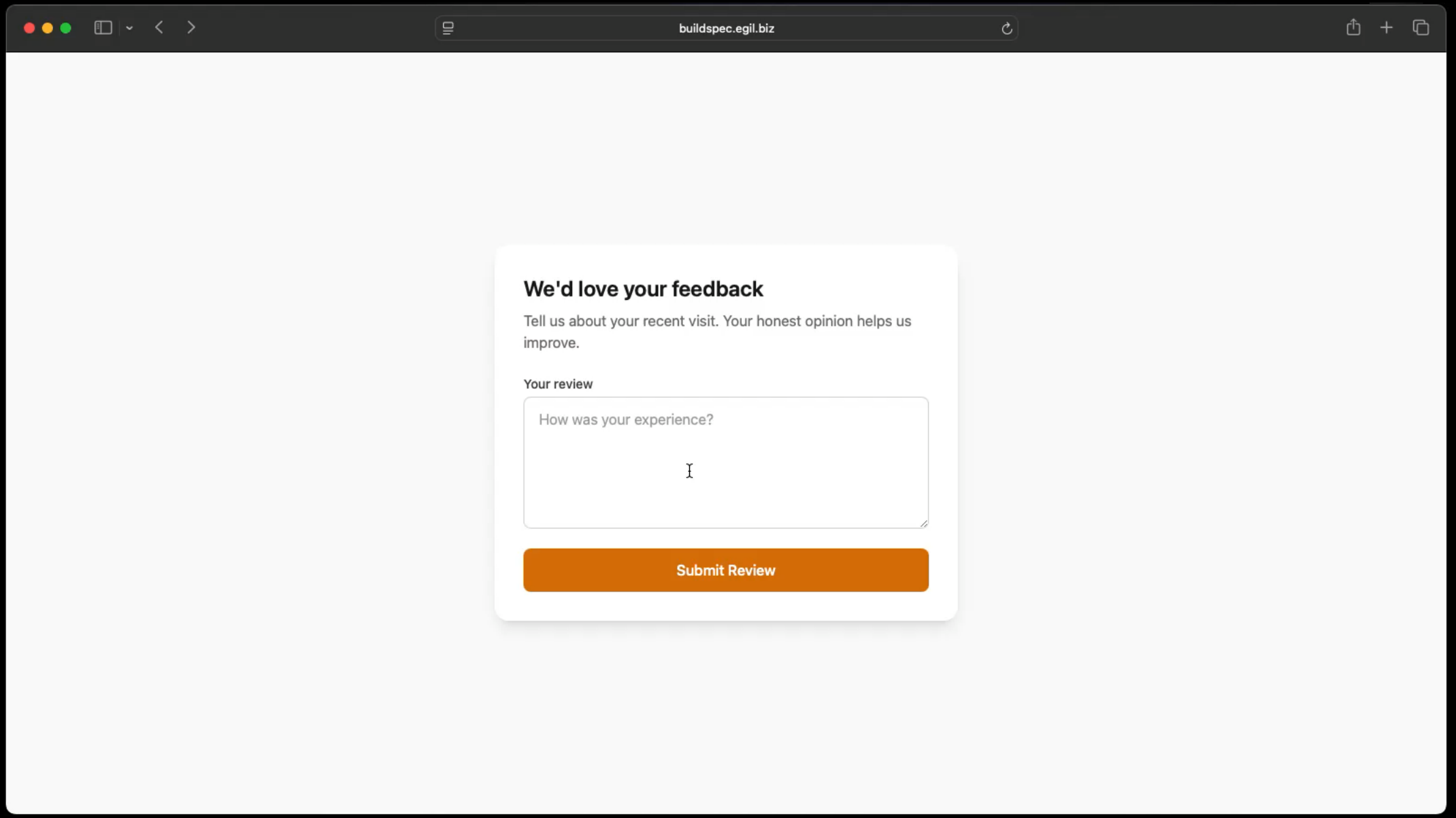
Spesifikasjoner



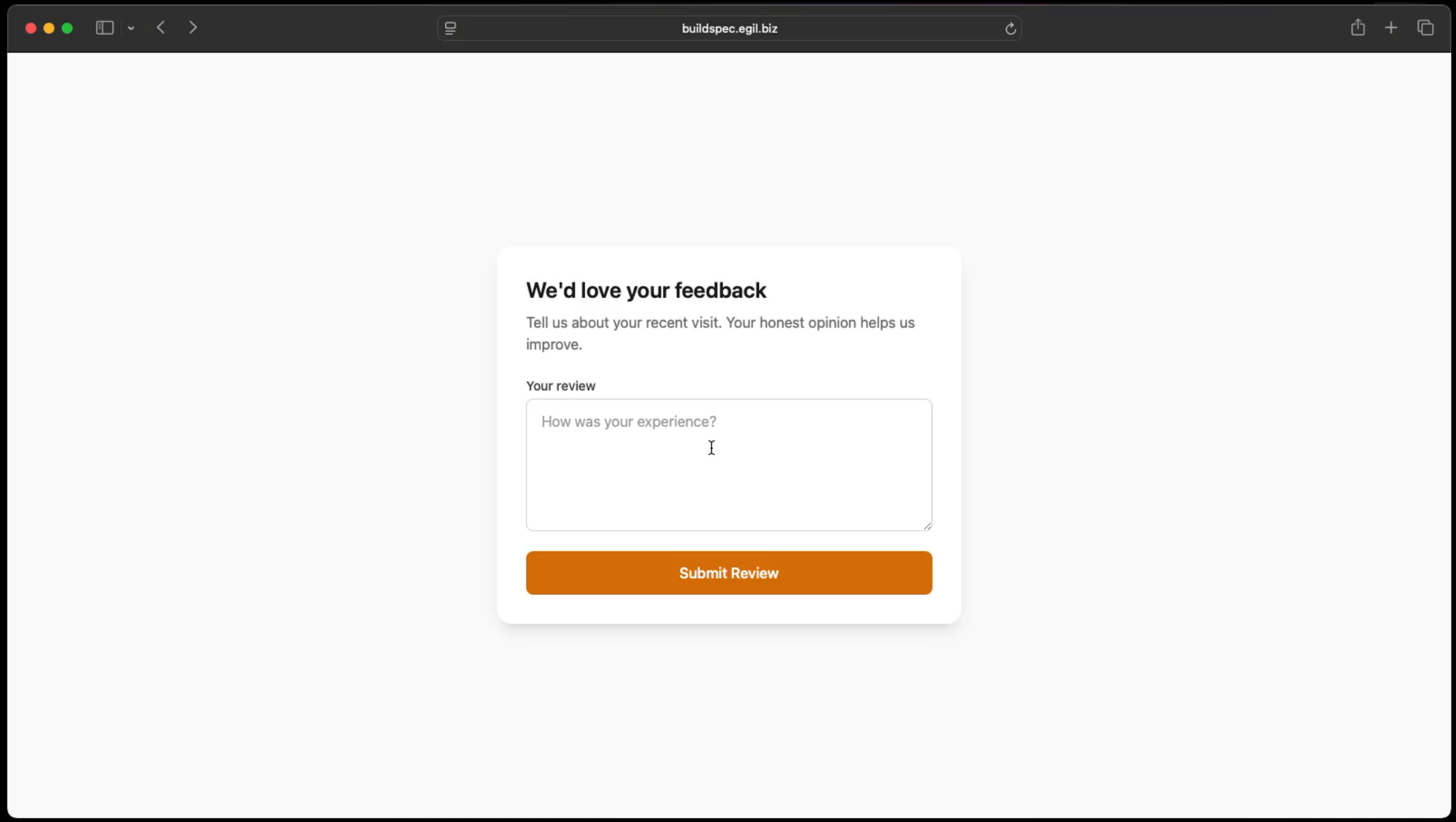
Configuration

All configuration is set via environment variables (`.env` file). No variable is strictly required — the app must always start and serve the review form. Missing variables are handled gracefully at interaction time.

Variable	Purpose
`OPENAI_API_KEY`	OpenAI API key for sentiment analysis
`RECIPIENT_EMAIL`	Email address that receives negative reviews
`GOOGLE_PLACE_URL`	Google Place review URL for positive redirects
`SMTP_HOST`	SMTP server hostname
`SMTP_PORT`	SMTP server port (default: 587)
`SMTP_USER`	SMTP authentication username
`SMTP_PASSWORD`	SMTP authentication password
`SMTP_FROM`	Sender address (defaults to `SMTP_USER`)
`PORT`	Server port (read from environment, default: 8000)
`MODEL`	Model identifier (read from environment)
`DATABASE_URL`	SQLite path (default: `sqlite:////app/data/db.sqlite`)


buildspec.egil.biz
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Tell us about your recent visit. Your honest opinion helps us improve.
Your review
How was your experience?
Submit Review

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Your review
How was your experience?
Submit Review

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PLATINA No 1002
Poom's Project

Autopipe run history

Live, updated Nov 3 10:12 AM from 35 tasks.

Tasks | Epics (2)

done · running · needs attention · failed · waiting

IFTJ-151 DFS Components

Figma epic · base `dfs-master` · running · Nov 3 08:49 AM

36%

1. **Plan** — approved
   18 tasks · Oct 29 04:32 PM
   diego.rodrigues@99x.io
   Notes
2. **Round 1: build** — 13/18 in the epic
3. **Base content** — completed
   completed (earlier run)
4. **Publish** — pending
5. **Merge request** — pending
6. **Round 2: verify** — 0/13 verified
7. **Summary** — pending

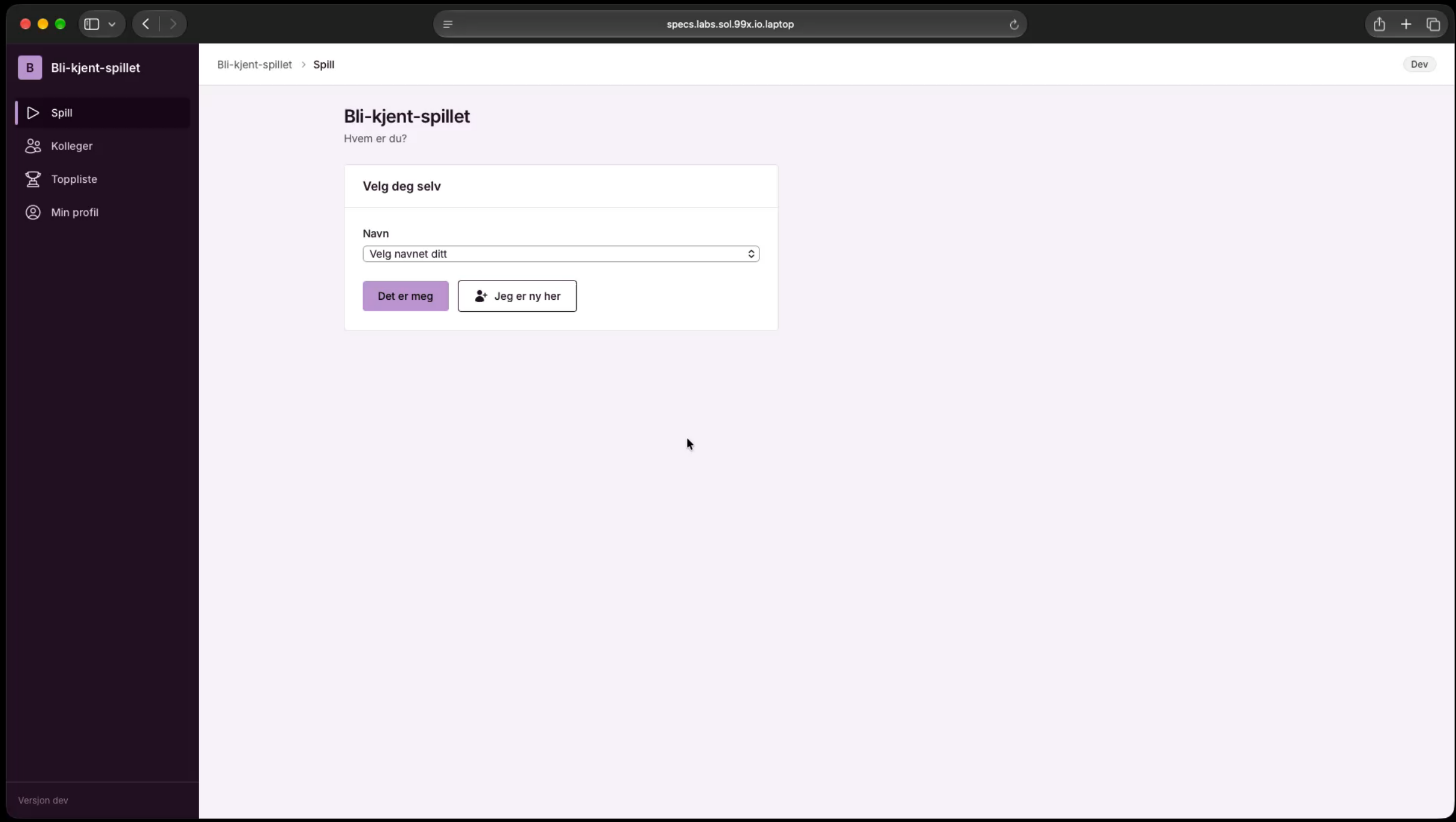
ROUND 1 Build

each task built and reviewed into the epic's branch, in plan order

13/18 in the epic

01 IFTJ-181 data Site X-Data in the epic Implement · Code review	02 IFTJ-176 data Landing Page in the epic Implement · Code review	03 IFTJ-177 data Article in the epic Implement · Code review	04 IFTJ-178 data Category in the epic Implement · Code review	05 IFTJ-179 data Event in the epic Implement · Code review	06 IFTJ-180 data Partner in the epic Implement · Code review	07 Base content completed completed (earlier run)	08 IFTJ-182 component Page: Default in the epic Prototype · Implement · Code review after IFTJ-181
09 IFTJ-183 component Part: Hero in the epic Triage · Prototype Implement · Code review	10 IFTJ-184 component Part: Shortcuts in the epic Triage · Prototype Implement · Code review	11 IFTJ-185 component Part: Entry Card in the epic Triage · Prototype Implement · Code review	12 IFTJ-186 component Part: List Events in the epic Triage · Prototype Implement · Code review after IFTJ-179	13 IFTJ-187 component Part: Our Partners in the epic Triage · Prototype Implement · Code review after IFTJ-180	14 IFTJ-188 component Part: List Articles in the epic Triage · Prototype Implement · Code review after IFTJ-177	15 IFTJ-189 component Layout: Article building Triage · Prototype Implement … after IFTJ-177	
16 IFTJ-190 component Part: Link List waiting	17 IFTJ-191 component Part: Image Gallery waiting	18 IFTJ-192 component Part: Articles Overview waiting after IFTJ-177, IFTJ-178, IFTJ-180	19 IFTJ-193 component Layout: Landing Page waiting after IFTJ-176, IFTJ-183				

Bli-kjent-spillet


specs.labs.sol.99x.io.laptop
Bli-kjent-spillet
Spill
Kolleger
Toppliste
Min profil
Versjon dev
Bli-kjent-spillet
Spill
Dev
Bli-kjent-spillet
Hvem er du?
Velg deg selv
Navn
Velg navnet ditt
Det er meg
Jeg er ny her

Kompetansekart

K Kompetansekart

Oversikt
Matrise
Ansatte
Kompetanser
Struktur

Oversikt

Slik er kompetansen fordelt i organisasjonen.

ANSATTE	KOMPETANSER	NÅR MÅLET	KRITISKE
46	30	83 %	1
6 avdelinger	6 kompetanseområder	25 av 30 kompetanser	4 sårbare

Kompetanse per avdeling

Snittnivå fra 0 til 4 for alle ansatte i avdelingen. Trykk på en rute for å se personene bak tallet.

Avdeling	Teknologi	Design og brukeropplevelse	Salg og kundedialog	Prosjekt og ledelse	Økonomi og jus	Data og analyse	**Alle**
Design 6 ansatte	0,3	2,4	0,4	0,8	0,5	1,3	1,0
Kundeservice 8 ansatte	1,2	0,5	2,8	0,5	0,6	0,3	1,0
Ledelse 4 ansatte	0,3	0,6	1,5	2,3	1,8	1,1	1,2
Salg og marked 8 ansatte	0,6	1,2	2,5	1,4	0,4	1,1	1,2
Utvikling 14 ansatte	2,4	0,5	0,5	1,3	0,5	1,5	1,1
Økonomi og HR 6 ansatte	0,4	0,3	0,3	1,3	2,5	2,5	1,2
Hele organisasjonen 46 ansatte	1,1	0,8	1,3	1,2	0,9	1,3	1,1

Snittnivå: under 0,5 · 0,5–0,9 · 1,0–1,4 · 1,5–1,9 · 2,0 og over

Nivåfordeling

Andel av de ansatte på hvert nivå, per kompetanseområde.



Sårbare kompetanser

Kompetanser der færre enn målet er på nivå Avansert eller Ekspert.

KOMPETANSE	OMRÅDE	DEKNING	STATUS
Universell utforming	Design og	○○ 0 av 2	Kritisk

DISCLAIMER

This is absolutely, categorically, unequivocally:

NOT production ready

NOT scalable

NOT in any way secure

When it breaks, you get to keep both pieces.



Atlas

Hva er Atlas?

Strukturell kunnskap

Tasks

Oppgaver, kommentarer, vedlegg og historikk

Code

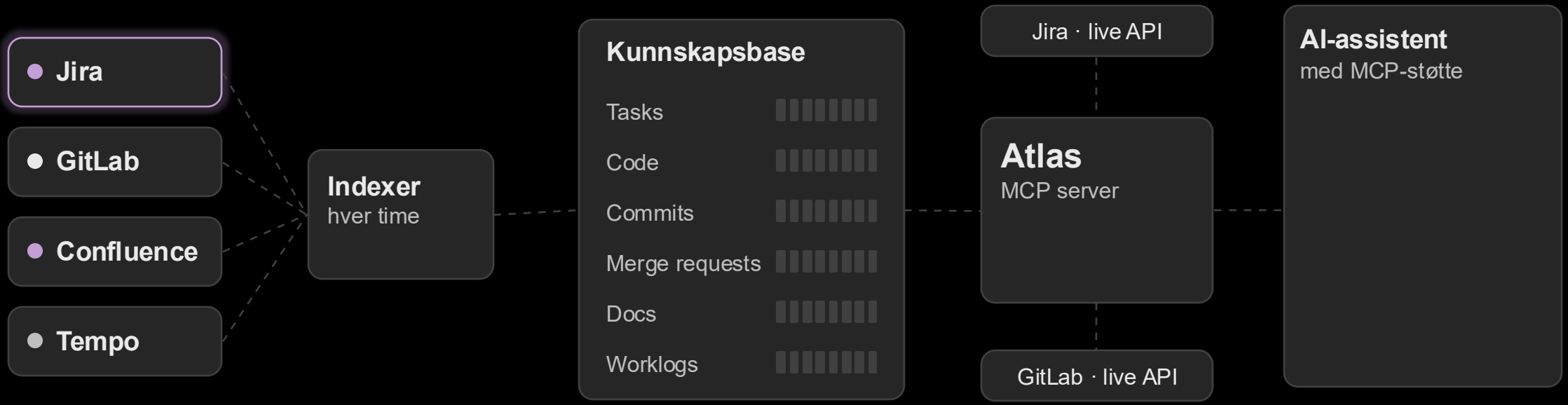
Kode, commits og merge requests

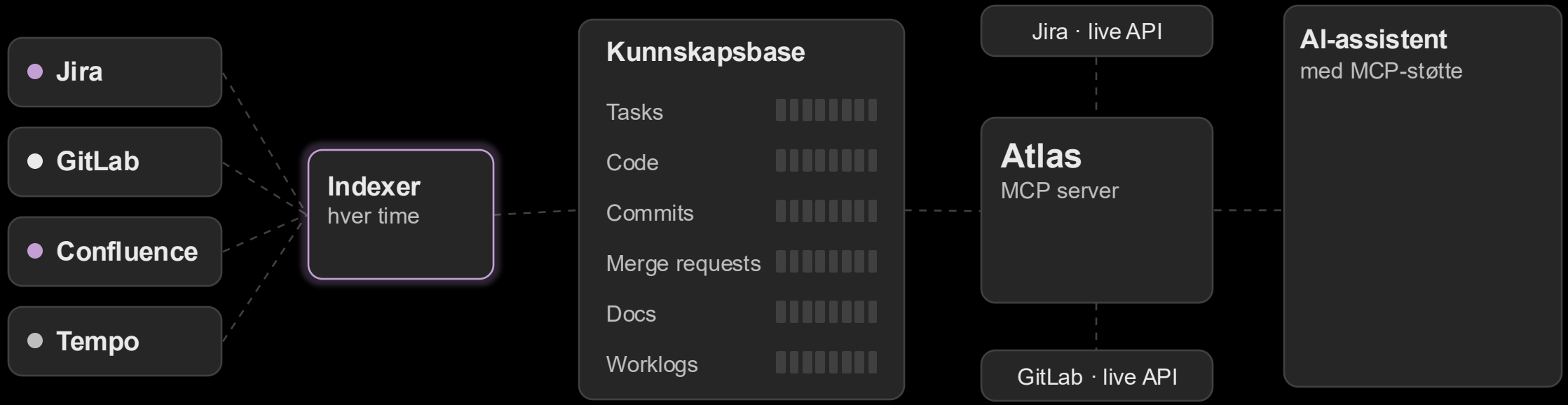
Docs

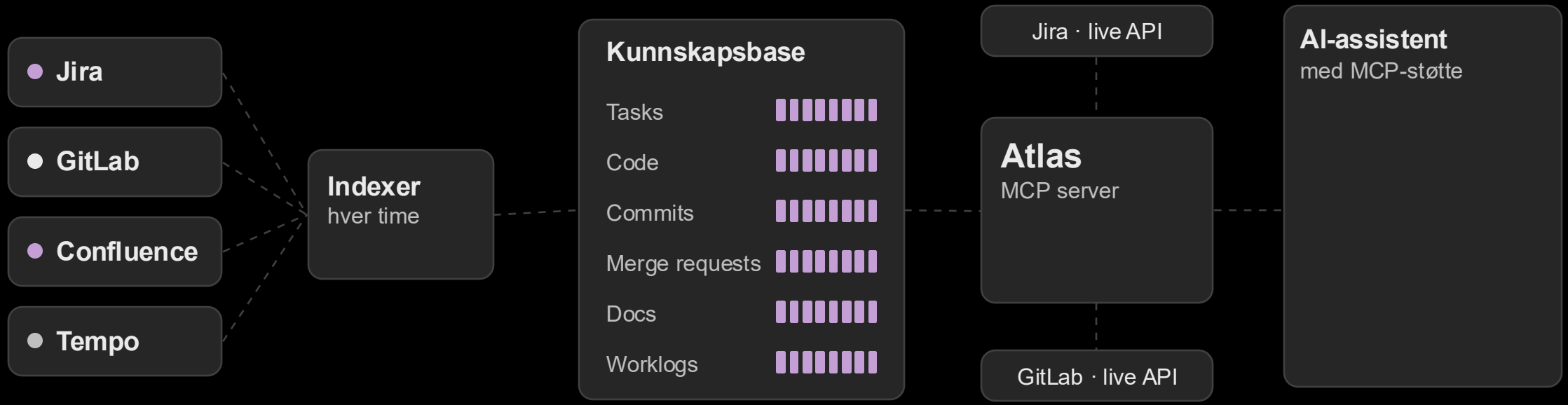
Interne docs, runbooks og spesifikasjoner

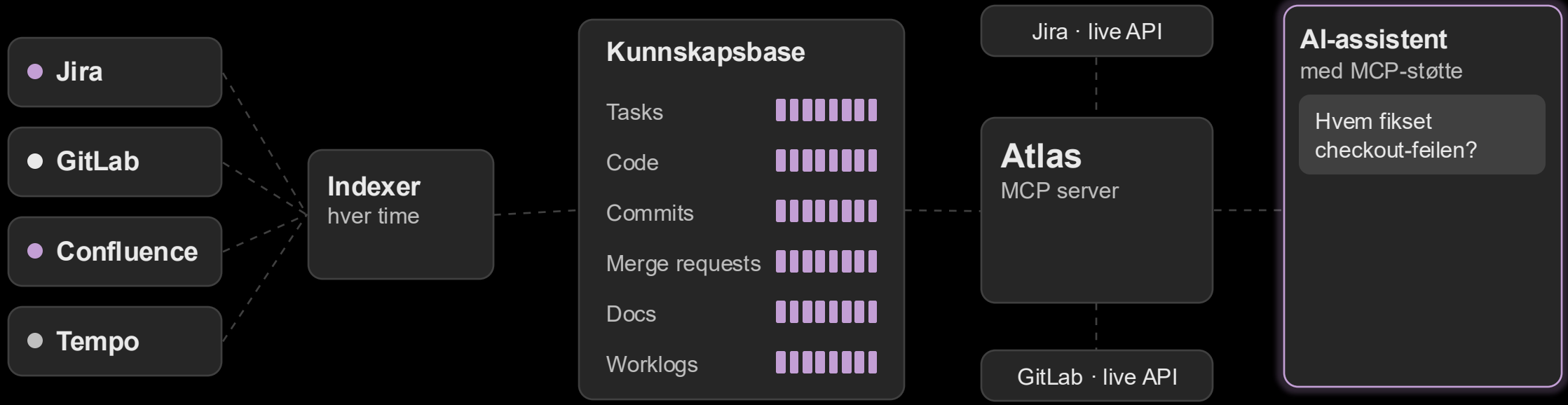
Worklogs

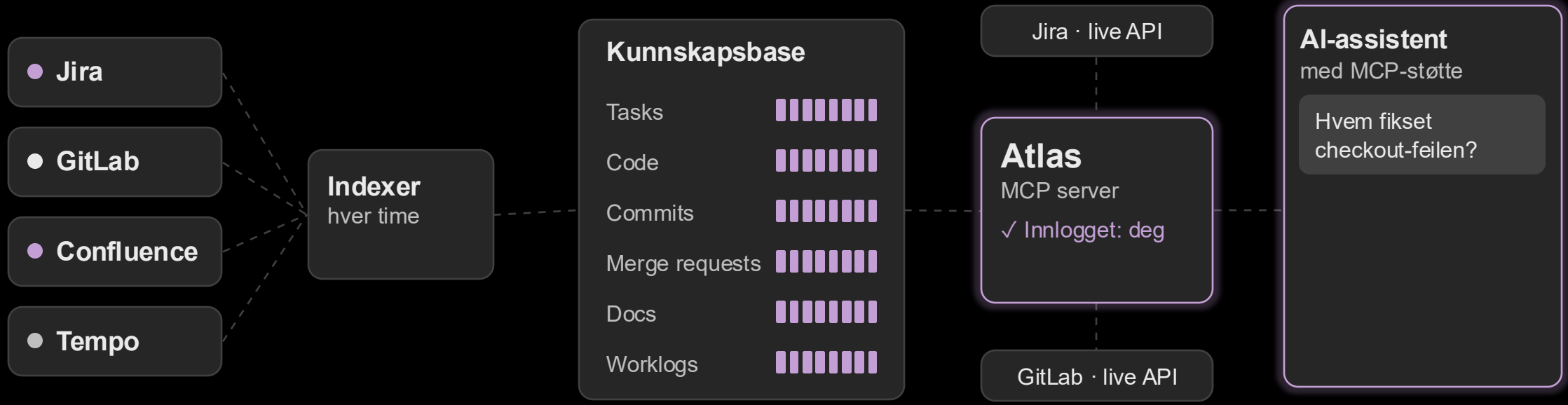
Timer ført per oppgave, prosjekt, person og periode

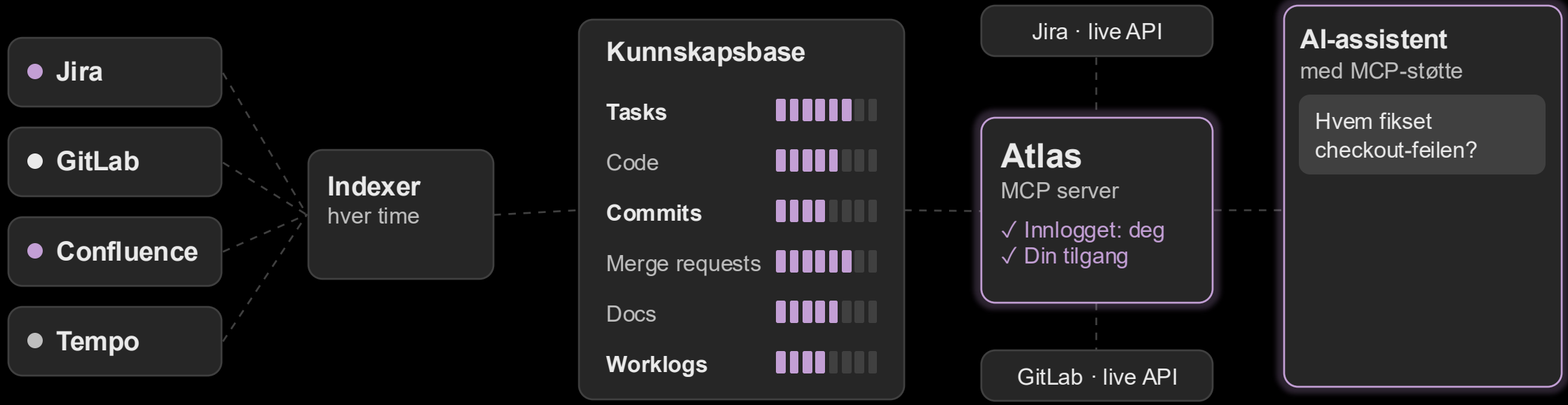

Jira
GitLab
Confluence
Tempo
Indexer
hver time
Kunnskapsbase
Tasks
Code
Commits
Merge requests
Docs
Worklogs
Jira · live API
Atlas
MCP server
GitLab · live API
AI-assistent
med MCP-støtte

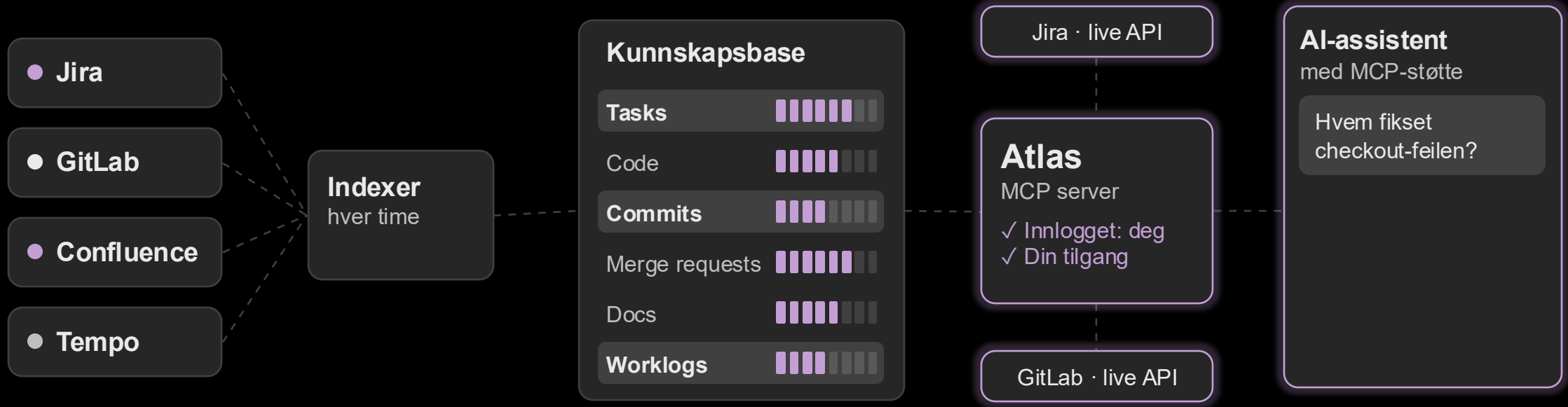

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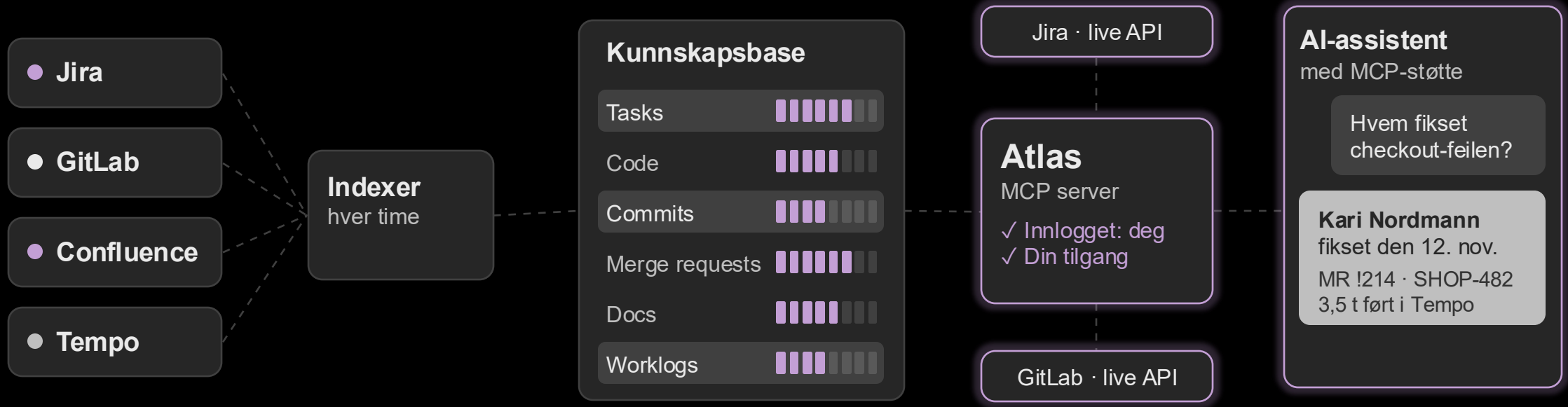

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Hvem fikset checkout-feilen?


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Hvem fikset checkout-feilen?
Kari Nordmann
fikset den 12. nov.
MR !214 · SHOP-482
3,5 t ført i Tempo

Agentiske verktøy

71 verktøy i for agentiske arbeidsflyter

23

Finn informasjon

Hvor er det, hvem gjorde det, hva ble endret

9

Estimater og pris

Bryt ned, estimer, gi en fastpris

15

Oppgaver

Opprett, oppdater, kommenter, legg ved

5

Timeføring

Les og før timer

16

Økonomi

Fastpriser, kunder og fakturering

3

Møter

Finn informasjon

PROSJEKTER, ISSUES OG DOKUMENTASJON

`ask`
Svarer på et generelt spørsmål fra alle kilder

`search_all`
Søker i alle kilder samtidig, etter betydning

`search_jira_issues`
Finner Jira issues etter betydning

`search_jira_comments`
Finner kommentarer etter tekst, forfatter eller dato

`search_confluence_pages`
Finner Confluence-sider etter betydning

`get_jira_issues`
Lister issues etter status, datoer eller assignee

`get_confluence_pages`
Lister sider etter space, forfatter eller dato

`lookup_project`
Finner riktig Jira-prosjekt ut fra et navn

`lookup_user`
Finner riktig person å tildele eller nevne

KODE

`lookup_gitlab_project`
Finner riktig repository ut fra et navn

`get_repo_map`
Viser hvordan et repository er organisert

`search_gitlab_code`
Finner kode ut fra hva den gjør

`grep_code`
Finner et eksakt navn eller en tekst i koden

`get_file_by_path`
Leser en hel fil

`code_graph_function`
Hvem som kaller en funksjon, og hva den kaller

`code_graph_dependencies`
Hvilke pakker et repository bruker

`code_graph_critical_files`
Filene mesteparten av koden avhenger av

LEVERANSE

`code_graph_files_for_issue`
Hvor koden til en issue ligger i dag

`get_gitlab_commits`
Lister commits etter issue, forfatter eller dato

`search_gitlab_commits`
Finner commits ut fra hva de endret

`gitlab_get_commit_diff`
Hele endringen i én commit, live

`get_gitlab_mrs`
Lister merge requests etter status eller forfatter

`search_gitlab_mrs`
Finner merge requests etter betydning

Estimater, pris og møter

ESTIMER OG PRIS

`decompose`
Bryter en forespørsel ned i oppgaver og leveranser

`estimate`
Timer med spenn, sikkerhet og sammendrag

`price`
En fastpris i NOK, steg for steg

`calculate_price`
Prisformelen, ut fra inndataene

DYP NEDBRYTNING

`deep_decompose`
En full plan: stories, NFR-er og risikoer

`list_decompositions`
Lister de lagrede planene dine

`get_decomposition`
Åpner en lagret plan

`update_decomposition_section`
Lagrer én gjennomgått del av en plan

`materialize_decomposition`
Oppretter epic og stories i Jira

MØTER

`meeting_start`
Starter live møteassistenten

`meeting_get_insights`
Spørsmål, beslutninger og aksjoner så langt

`meeting_list`
Lister møtene dine

Oppgaver og timeføring

LES OG SKRIV

`jira_get_issue`
Leser en issue med kommentarer og filer

`jira_create_issue`
Oppretter en issue i standardmalen

`jira_update_issue`
Endrer feltene eller teksten i en issue

`jira_get_fields`
Hvilke felt en issue kan ha

`jira_get_priorities`
Prioritetene du kan sette

BILDER OG FILER

`jira_get_attachment`
Leser et skjermbilde, en PDF eller en HTML-fil

`jira_prepare_upload`
Legger ved en fil fra maskinen din

`jira_prepare_attachment_download`
Laster ned et vedlegg til maskinen din

STATUS, KOMMENTARER OG LENKER

`jira_get_transitions`
Statusene en issue kan flyttes til

`jira_transition_issue`
Flytter en issue til en ny status

`jira_add_comment`
Legger til en kommentar

`jira_update_comment`
Redigerer en kommentar du har skrevet

`jira_get_link_types`
Typene lenker mellom issues

`jira_link_issues`
Lenker to issues, f.eks. at én blokkerer en annen

`jira_manage_watchers`
Legger til eller fjerner watchers

TIMEFØRING

`tempo_worklogs`
Timer per prosjekt, person og periode

`jira_log_work`
Fører tiden din på en issue

`jira_get_worklogs`
Lister dine worklogs

`jira_update_worklog`
Endrer en av dine worklogs

`jira_delete_worklog`
Sletter en, etter at du bekrefter på nytt

Økonomi

FASTPRISER

`record_price`
Lagrer avtalt fastpris for en issue

`list_prices`
Lister registrerte fastpriser og om hver av dem er fakturert

`mark_fixed_price_billed`
Merker en issue fakturert, så den aldri faktureres dobbelt

FAKTURERING

`invoice_preview`
Lager månedens fakturautkast og returnerer lenken til bekreftelsessiden

`invoice_run`
Åpner et utkast igjen: totaler, blokkerte fakturaer og årsaken til hver

`export_csv`
Eksporterer en kjøring som økonomi-CSV for kontroll

`invoice_history`
Viser hva som allerede er sendt til Tripletex, per kunde og måned

`release_order`
Frigir en måned der ordren ble slettet i Tripletex, så den kan kjøres på nytt

KUNDER

`customers`
Lister kunder

`resolve_customer`
Finner hvilken kunde et Jira-prosjekt faktureres til

`create_customer`
Legger til en kunde

`update_customer`
Endrer en kundes satser, aliaser, epic-fordelinger eller gruppering

`delete_customer`
Fjerner en kunde som aldri er fakturert

`sync_tripletex`
Kobler kunder i registeret til Tripletex-ID-ene deres

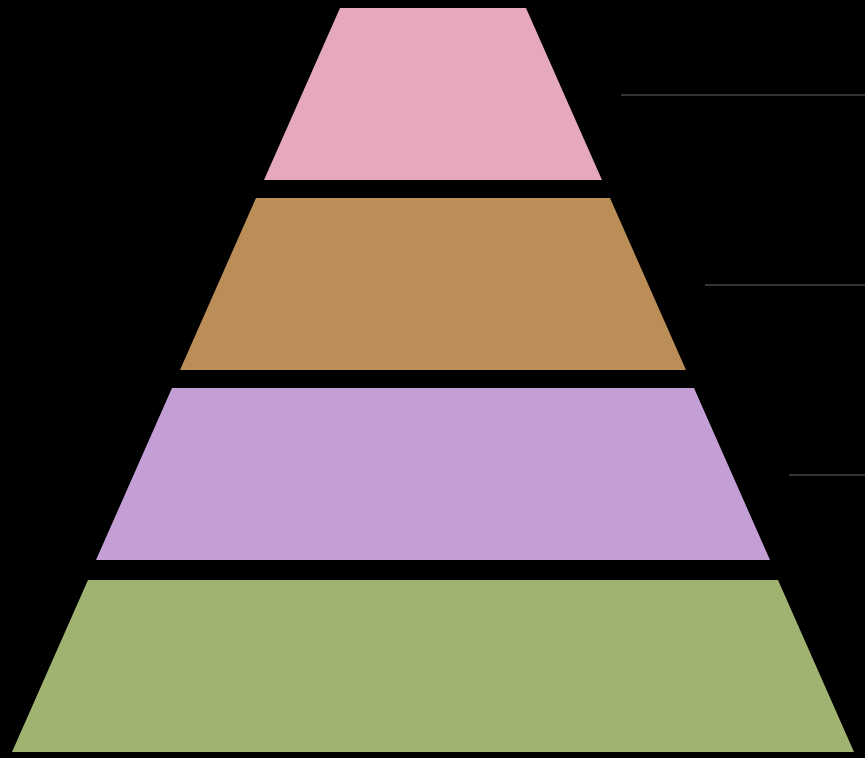
`create_tripletex_customer`
Oppretter kunden i Tripletex

`config_history`
Hvem som endret hvilken kundeinnstilling

Compliance

EU AI Act

EU AI Act sorterer applikasjoner



Forbudt

Kan ikke bygges eller brukes i det hele tatt.

Eksempel: Følelsesgjenkjenning. Skraping av ansiktsbilder.

Høy risiko

Vurdering, dokumentasjon, overvåking.

Eksempel: Filtrere jobbsøknader.

Åpenhet

Si at det er AI. Merk det den genererer.

Eksempel: Chatboter

Minimal

Ingen plikter utover AI-kompetanse.

Eksempel: Drivstoffkalkulator

Deployer

Du bruker en annens system under egen myndighet, i ditt eget arbeid.

→

Provider

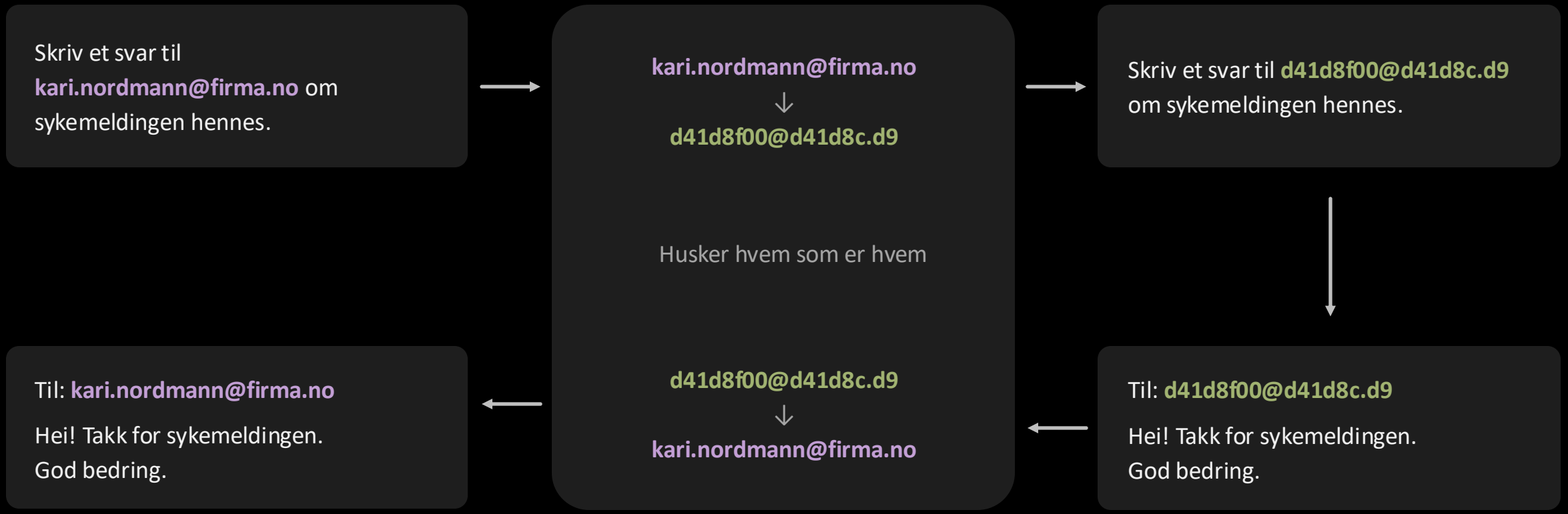
Du bygger det, eller får det bygget, og tilbyr det under eget navn eller varemerke.

Lokale modeller

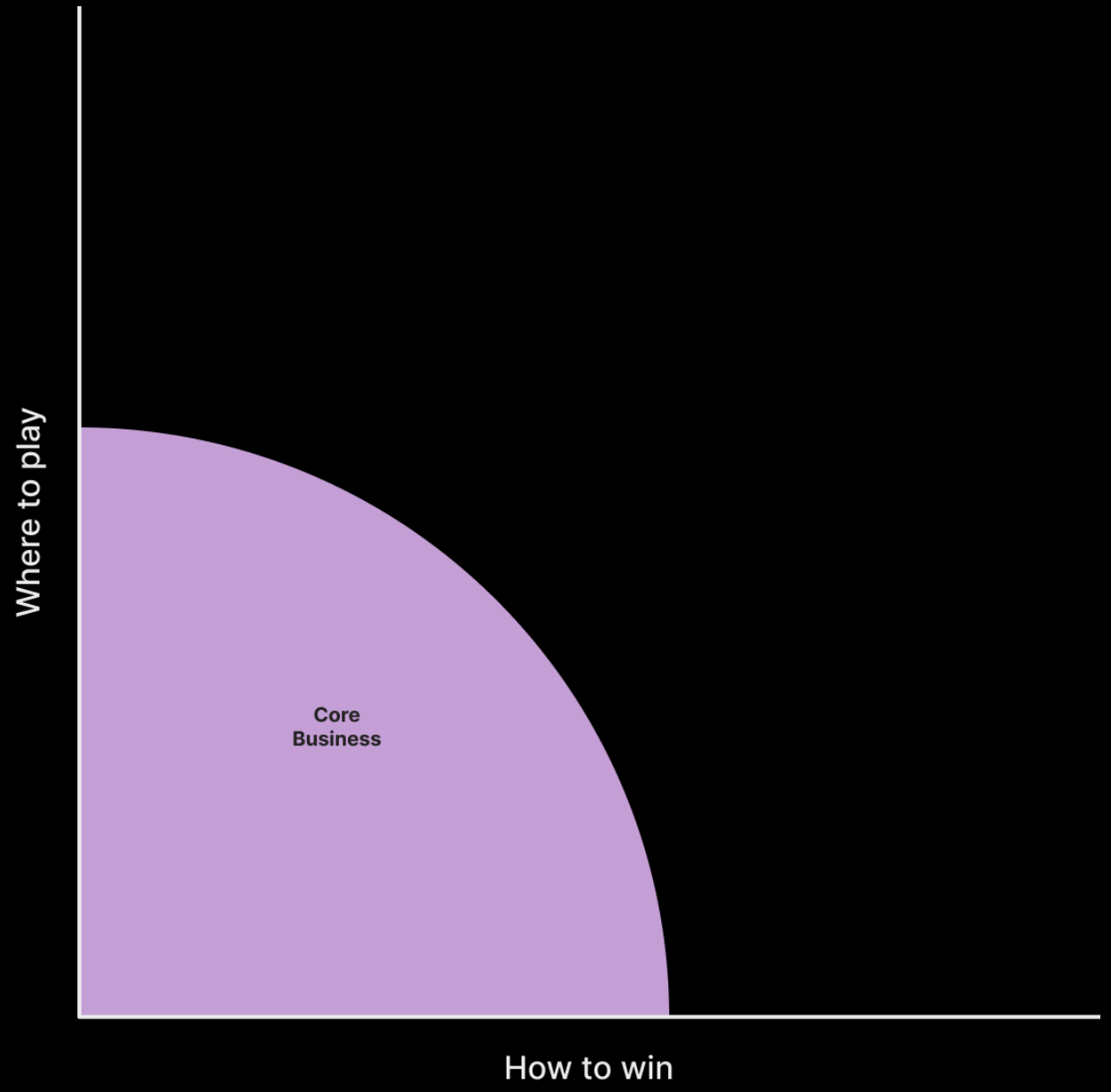
Borealis

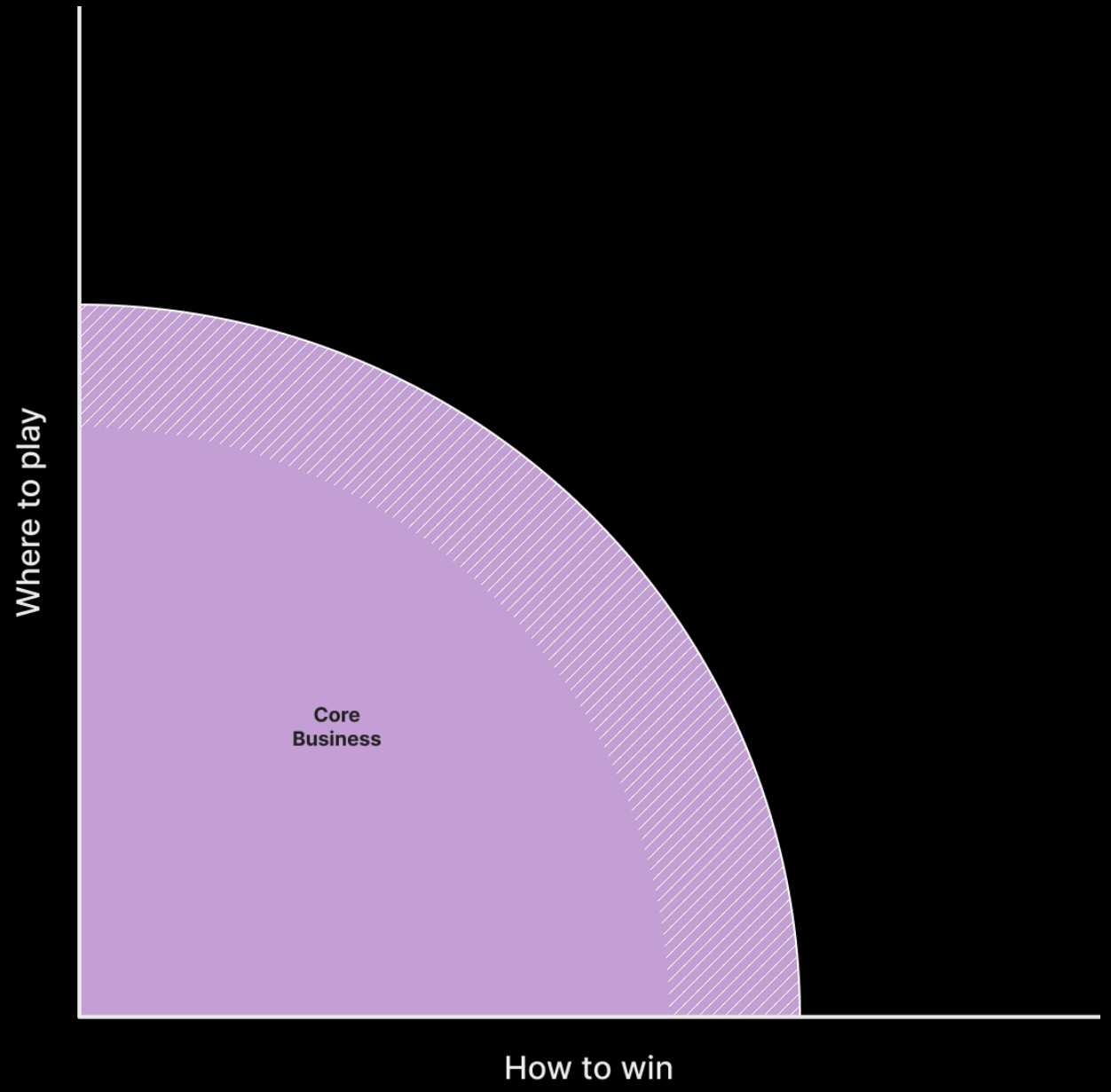


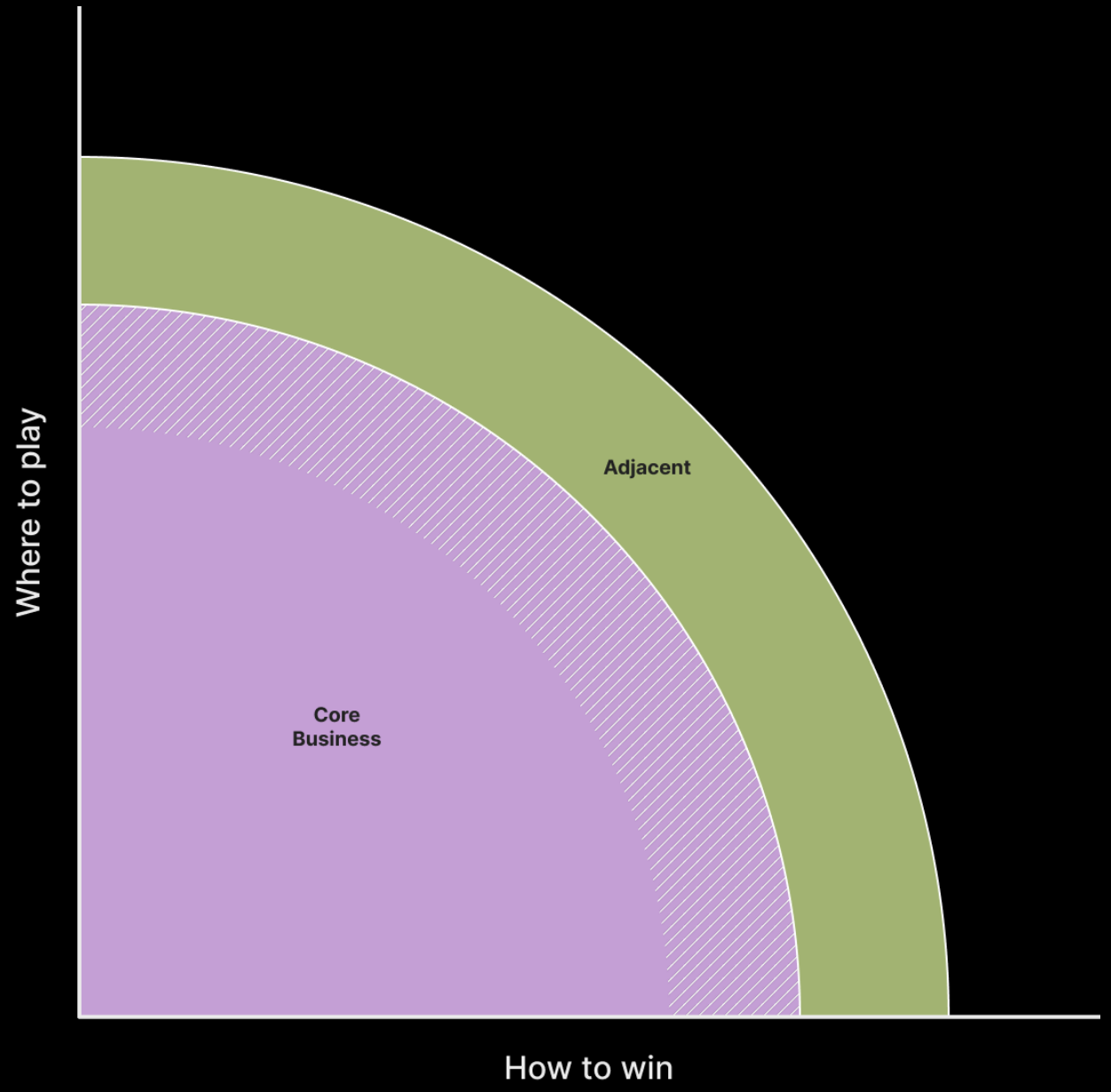
AI Gateway

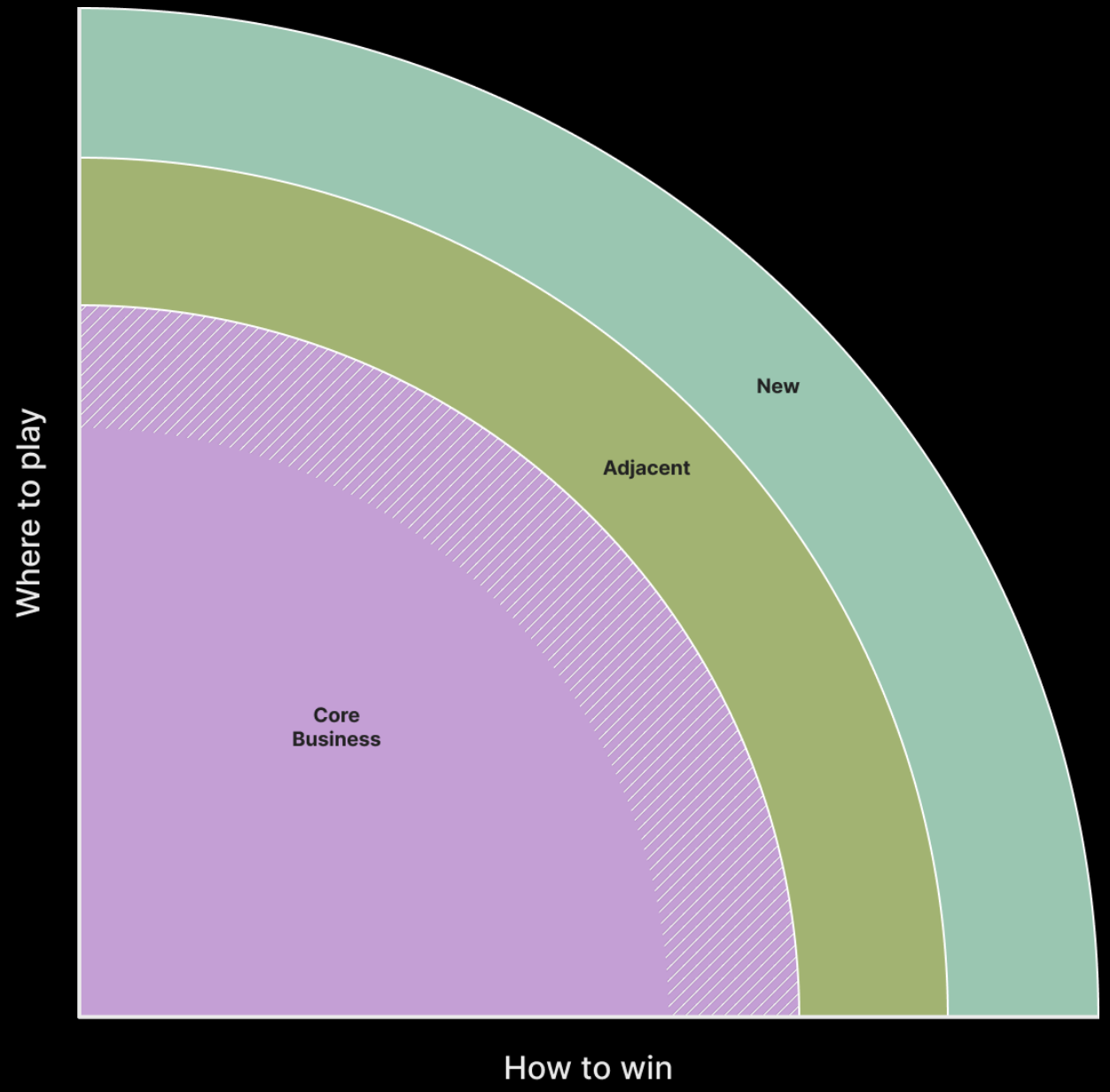

Skriv et svar til kari.nordmann@firma.no om sykemeldingen hennes.
kari.nordmann@firma.no
↓
d41d8f00@d41d8c.d9
Husker hvem som er hvem
d41d8f00@d41d8c.d9
↓
kari.nordmann@firma.no
Skriv et svar til d41d8f00@d41d8c.d9 om sykemeldingen hennes.
Til: d41d8f00@d41d8c.d9
Hei! Takk for sykemeldingen.
God bedring.
Til: kari.nordmann@firma.no
Hei! Takk for sykemeldingen.
God bedring.

Hvor skaper AI verdi?


Where to play
Core
Business
How to win


Where to play
Core
Business
How to win


Where to play
Adjacent
Core
Business
How to win


Where to play
New
Adjacent
Core
Business
How to win

Do not optimise human tasks.

Redesign the entire loop.



Egil Fujikawa Nes

CTO i 99x