

# Agency Engine Artifact

*The Agency Engine is a virtuous cycle that powers organizational Strategy & Systems.*

The Agency Engine explains how systems move — and why they stall. It's the underlying physics of participation, clarity, and aligned action.

Every system that works has four conditions in place:

- ^ **Trust** — shared understanding and psychological safety
- ^ **Pathways** — navigable structure that helps people move with the support they need
- ^ **Collective Insight** — informed contribution that strengthens system intelligence
- ^ **Agency** — empowered, aligned action that accelerates momentum

When these conditions reinforce each other, you see momentum. If an aspect of the system is weak, the whole engine drags.

**A.I. amplifies** the results of this model.

In this model, **\*Agentic A.I.** is embraced as A.I. that strengthens the structure that humans operate within.



*\*In Greek notation,  $\Lambda$  marks lift — an upward force that stabilizes the system and accelerates whatever momentum is already there.*