



# Indistinguishable

Leveraging Your AI-Powered Team



**Tim Femister**  
Managing Principal  
Firestorm Global



**SCR 2026**  
**ANNUAL**  
**CONFERENCE**



# Introduction

## Firestorm Global | Incinerate Risk | Illuminate Strategy

- Appointed Cyber Risk Consultancy to SAFER JPA
- Cybersecurity and Emerging Technology services firm
- Specialized in Public Education
- Data-driven insights and findings

## Tim Femister, Managing Principal

- Prior CEO of private equity-backed IT services firm
- Former corporate executive for \$2B IT solutions provider
- Appearances in Forbes, NBC, Lifetime, CRN, CIO Dive
- Forbes: The Rising Threat of Cyberattacks on K-12 Schools
- Frequent speaker on cybersecurity, AI and technology





TEACHER



ROADS

ALL

HELP'S



# 5 Things I Want You To Know

**1**

**This is significant, important, and requires strong leadership**

**2**

**Everyone here can solve real, material problems with intentional use**

**3**

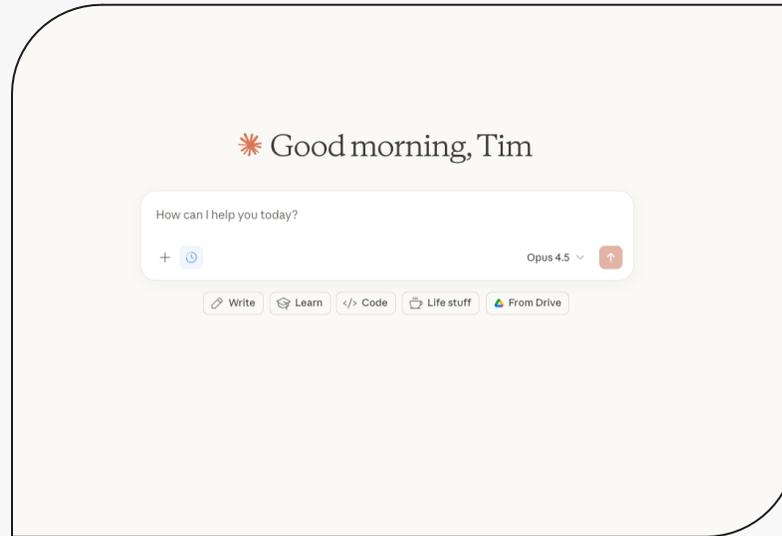
**Your creativity and critical thinking will expand, not contract**

**4**

**Risk exists alongside reward and requires active management**

**5**

**Important to communicate a story of hope and opportunity**



**314 Years. 4 Major Innovations. 3-Years In.**

# The AI Paradox

## INCREDIBLE USE

### ChatGPT Nears 900 Million Weekly Active Users But Gemini is Catching Up

By Sri Muppidi



## LIMITED RETURN?

### AI promised a revolution. Companies are still waiting.

By Deepa Seetharaman, Supantha Mukherjee and Krystal Hu

December 16, 2025 1:04 PM PST · Updated December 16, 2025



OpenAI CEO Sam Altman speaks to media following a Q&A at the OpenAI data center in Abilene, Texas, U.S., September 23, 2025. REUTERS/Shelby Tauber/Pool/File Photo [Purchase Licensing Rights](#)

- 16% of global population utilize Generative Artificial Intelligence (Microsoft, Jan 2026)

# Workslop Epidemic

Generative AI

## AI-Generated “Workslop” Is Destroying Productivity

by Kate Niederhoffer, Gabriella Rosen Kellerman, Angela Lee, Alex Liebscher, Kristina Rapuano and Jeffrey T. Hancock

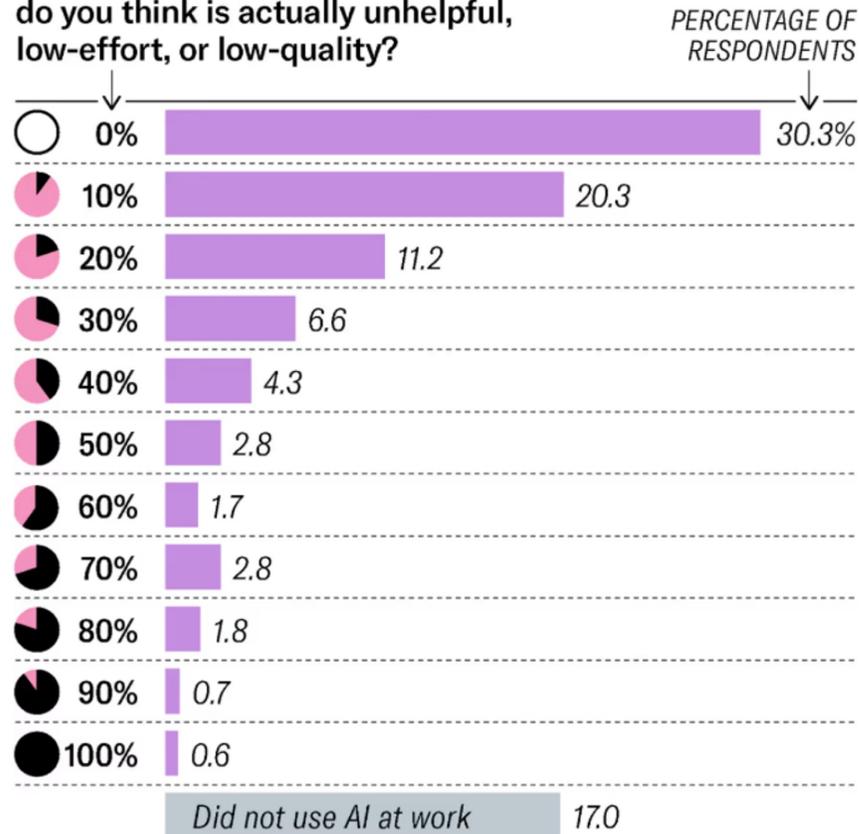
September 22, 2025, Updated September 25, 2025



HBR Staff/AI

### Do You Send Colleagues Workslop?

How much of the AI-generated work that you send to colleagues do you think is actually unhelpful, low-effort, or low-quality?



- Encouraging AI use without proper training can be devastating



# AI Advancements

## Mathematics

Since Christmas, 15 Erdős problems moved from open to solved with 11 credited to AI

## Chemistry

Nobel Prize in Chemistry awarded for an AI model that solves 50-year-old problem around protein structure

## Coding

Claude's latest tool, Cowork, was predominantly built by its own AI systems in ~10 days

## Photography

Boris Elgagsen entered PSEUDOMNESIA in Sony World Photography Awards and won (2023)

## Music

Velvet Sundown went viral on Spotify with 1M+ monthly listeners

# Teaching The Art of Being Indistinguishable

**Important:** Indistinguishable  $\neq$  invisible. We are not trying to hide our use of AI. We're trying to seamlessly integrate and amplify our agency.

**1****Indistinguishable**

Your voice, thinking, and standards are reflected

**2****Intentional**

Deliberate choice about when and why to use AI

**3****Iterative**

Excellence through multiple passes

**4****Informed**

Your expertise guides AI

**5****Investigative**

Verify what matters

**6****Integrated**

Seamless workflow, not separated

# My Rules



## AIFM

“AI Is For Me”  
(And You).



## AI Is Smart

Work With AI Like A  
Business Pro



## Be Curious

Try New Features,  
Explore, and  
Experiment



## Builder Mindset

Think in Terms of  
Building and Creating



## $\Delta X$

Validation Aligns To  
Use Case Criticality

**Important:** Don't try to be an expert where you're not an expert.

# 3-Levels of AI Adoption

LEVEL

3

## Operating Partner

- Think through our risk
- Help design a strategy
- Co-develop our vision

“Help me think through this challenge.”

Infrequent

Major Impact

LEVEL

2

## Problem Solver

- Build a new tool
- Create a microsite
- Overhaul our documentation

“I know what I need. Go build it.”

Less Frequent

High Impact

LEVEL

1

## Task Tool

- Write an email
- Summarize a document
- Answer a question

“Do this thing for me.”

Most Frequent

Low Impact

# Vendor Management Example

LEVEL

3

Help me think through our strategy to manage student data privacy, especially with AI features being auto-enabled.

LEVEL

2

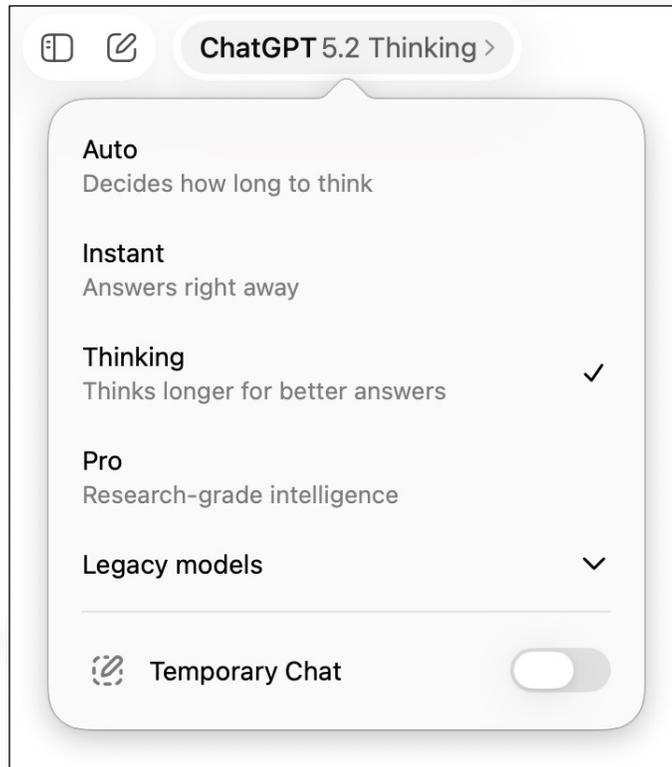
Create a student data privacy rubric that incorporates AI feature inclusion

LEVEL

1

Review this contract for student data privacy concerns

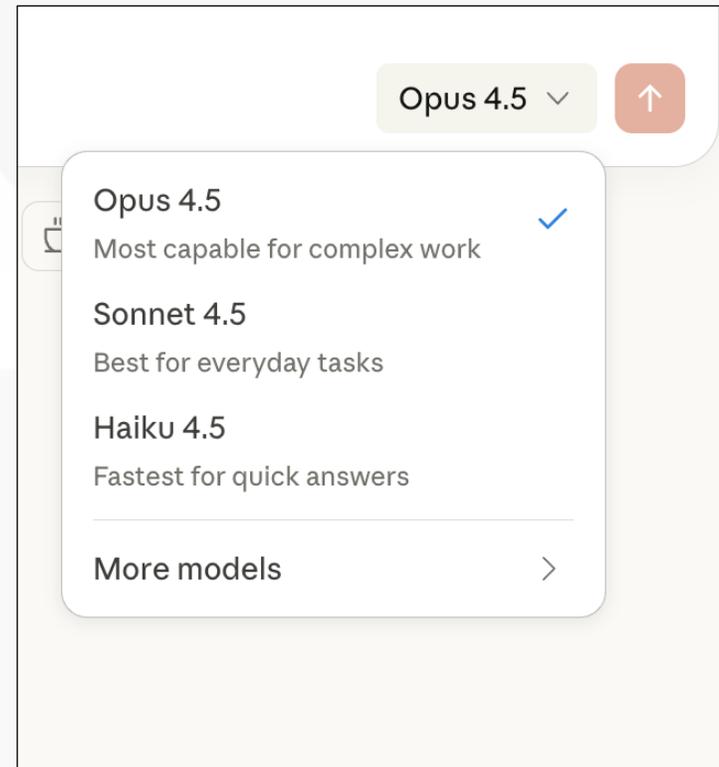
# Model Selection Deeply Matters



ChatGPT 5.2 Thinking >

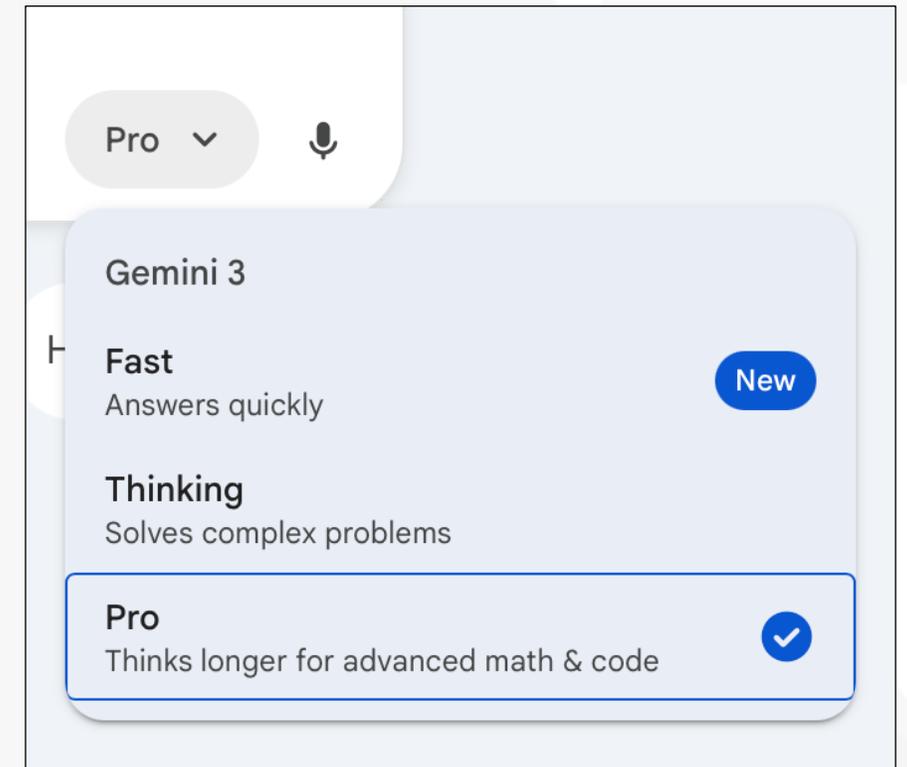
- Auto**  
Decides how long to think
- Instant**  
Answers right away
- Thinking** ✓  
Thinks longer for better answers
- Pro**  
Research-grade intelligence
- Legacy models** ▾

Temporary Chat



Opus 4.5 ▾ ↑

- Opus 4.5** ✓  
Most capable for complex work
- Sonnet 4.5**  
Best for everyday tasks
- Haiku 4.5**  
Fastest for quick answers
- More models >



Pro ▾

- Gemini 3**
- Fast** **New**  
Answers quickly
- Thinking**  
Solves complex problems
- Pro** ✓  
Thinks longer for advanced math & code

# Model Selection Deeply Matters



**Model**

- 5.2 Pro, Opus 4.5 Extended, Gemini 3 Pro

**PhD Level**

- ~90% GPQA
- ~80% SWE

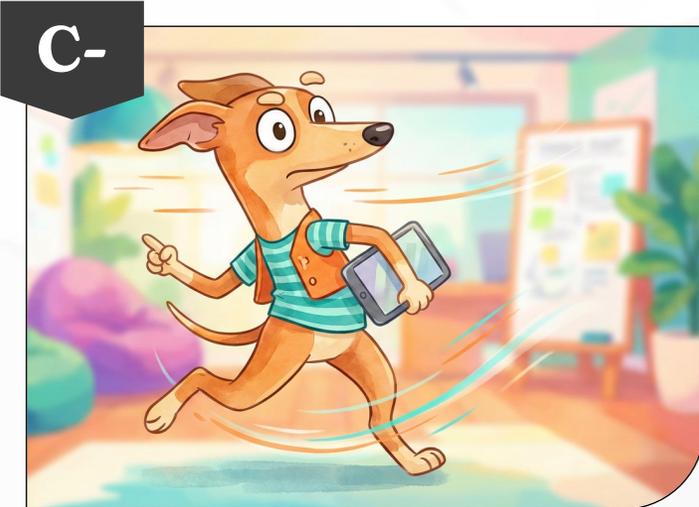


**Model**

- Sonnet 4.5, Gemini 3 Thinking

**Sr Professional Level**

- ~83% GPQA
- ~77% SWE



**Model**

- Haiku 4.5, GPT 5.2 Instant, Gemini 3 Fast

**Junior Professional**

- ~73% GPQA
- ~73% SWE



**Model**

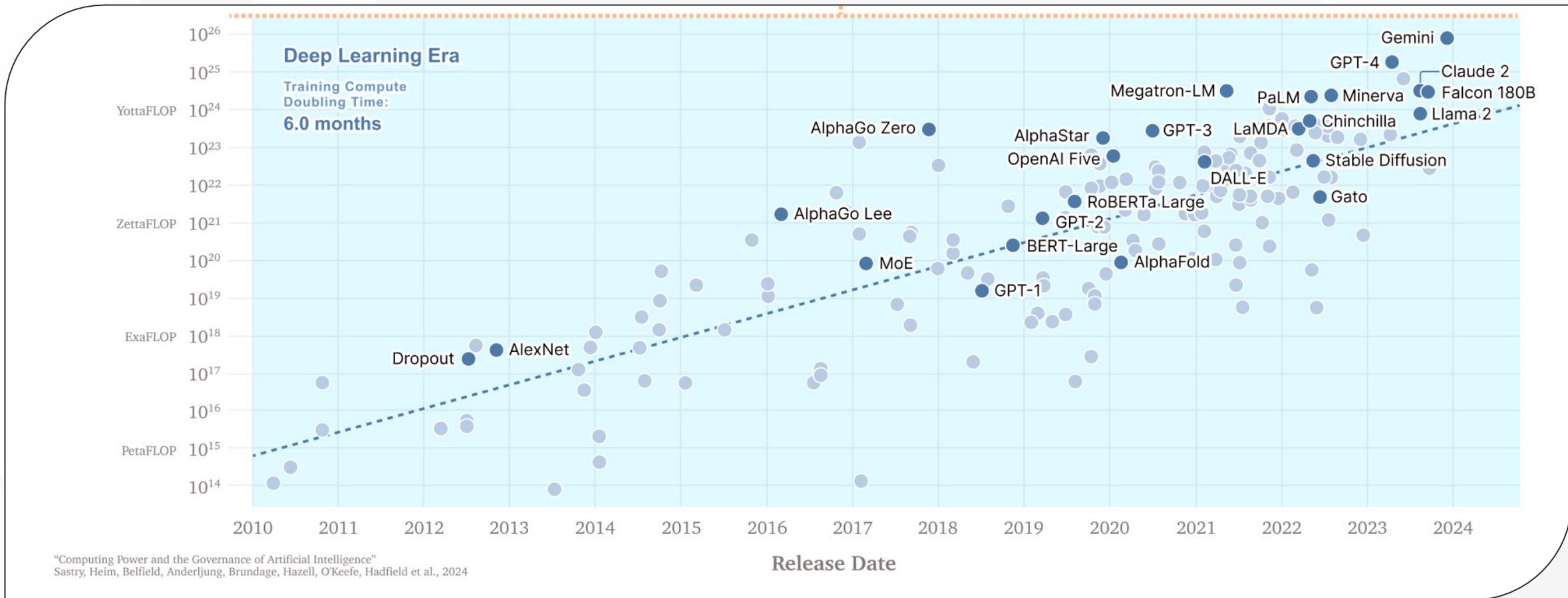
- GPT 4o, Sonnet 3

**Intern**

- ~53% GPQA
- ~22% SWE

GPQA: Graduate Level Reasoning | SWE: Coding Benchmark

# Model Selection Deeply Matters



## Training Compute Doubling Time: 6.0 Months

# Personas, Skills, and Subagents

## Personas

- Assign personas to generate customized perspectives
- “You are an innovative CBO”

## Subagents

- Delegate specific tasks to specialized AI instances
- "Research this topic, then summarize findings"

## Skills

- Teach AI specific workflows, formats, or domain knowledge
- "Follow our incident response documentation style"

## Integrations and MCPs

- Connect AI to external tools and data sources
- "Check our Google Drive for the latest policy template"

# Current Capabilities

1. Text Chat
2. File and Document Creation
3. Deep Research
4. Voice Mode
5. Live Video and Screen Sharing
6. Image Creation
7. Video Creation
8. Autonomous Browser Control
9. Memory and Personalization
10. Document and Image Analysis
11. Code Execution and Data Analysis
12. Projects
13. Artifacts
14. Audio Generation

# My Preferred Tools (Today)

	Platform	Model	Use Case
	<b>Claude Code</b>	Opus 4.5	Overall Development
	<b>Claude.ai</b>	Opus 4.5	General AI
	<b>ChatGPT</b>	5.2 Thinking	Voice Mode, Deep Research
	<b>Gemini</b>	3 Pro	Image Creation, Deep Research
	<b>NotebookLM</b>	Deep Research	Research Collection
	<b>Eleven Labs</b>	V3	Audio Generation

# My Preferred Tools (Today)

## Bloomberg

### Why the Tech World Is Going Crazy for Claude Code

[Odd Lots](#)

January 19th, 2026, 7:20 AM PST

In the AI industry, there's always a hot new thing. First it was ChatGPT. Then it was the image generators. There was the DeepSeek moment. In the latter half of last year, everyone was excited about how good Google's Gemini was. In January 2026, the new hot thing everyone is talking about is Claude Code. But of course, the AI models have been able to generate lines of code for a long time now. So what is it about Claude Code that has people so excited? Why is it that people are asking: "Is this AGI?" On this episode, we speak with Noah Brier, the co-founder of Alpehic, a consultancy firm that helps large organizations implement AI technology. Noah has been using the Large Language Models for longer than just about anyone, since before ChatGPT existed. He explains to us the evolution of AI-assisted coding, what Claude Code actually is, and why it is that traditional software firms have been getting destroyed in the stock market lately. (Source: Bloomberg)

THE WALL STREET JOURNAL

TECHNOLOGY | ARTIFICIAL INTELLIGENCE [Follow](#)

## Claude Is Taking the AI World by Storm, and Even Non-Nerds Are Blown Away

Developers and hobbyists are comparing the viral moment for Anthropic's Claude Code to the launch of generative AI

By [Bradley Olson](#) [Follow](#)

Jan. 17, 2026 at 12:00 pm ET

# Identifying and Managing AI Risk

Area of Risk	Likelihood	Impact	Action
Utilizing Hallucinated Data	High	Critical	Policy and training for content ownership
Workslop	High	Moderate	Policy, training, and culture for way of working
Working Dual Jobs	Moderate	Low	Clear policy and manager training
Always On Recording	High (*)	High	Outlaw, if you can, or highly limit
PRA: Organizational Use	High	High	Training for PRA awareness
PRA: Data Analysis	High	Moderate	Stress test PRA submissions for risk
Mental Health Issues	High	High	Consistent training, monitoring, & communication
Personal Health Information	High	Moderate	Consistent training, monitoring, & communication
Homegrown Apps	Moderate	Moderate	Clear policy and governance pipelines
Staff Developed Apps	Moderate	Moderate	Clear policy and governance pipelines
Deepfake Audio, Video, and Docs	High	High	Establish verification procedures

**Note:** These apply whether you formally adopt GenAI or not

**Consider:** Running AI Risk Tabletop Exercises.

# My Best Advice

- 1 Overcommunicate, train extensively, and set clear policy
- 2 Leaders should model and display mature AI habits
- 3 Actively manage your AI risk
- 4 Develop a center of excellence (COE) and identify internal change agents
- 5 Start on paper: Write out what you are trying to accomplish
- 6 Actively utilize, experiment, and test boundaries
- 7 Stay current on latest releases and news
- 8 Focus on the potential, not the limitations
- 9 Focus on amplification and growth more than efficiency
- 10 Communicate hope and opportunity

# Questions?

# Thank You.



Tim Femister  
Managing Principal  
Firestorm Global

[tim@firestormglobal.com](mailto:tim@firestormglobal.com) | C: (909) 303-0569 | [SAFER@firestormglobal.com](mailto:SAFER@firestormglobal.com)