



AI Collaboration Masterbook

Practical Guide to Working with AI Employees

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Introduction

Thank you for picking up this book.

Positioning: A Sequel to "AI Collaboration Starter Book"

There's something I must tell you first.

This book is a sequel to our previous work, "AI Collaboration Starter Book."

In that book, we targeted intermediate users who had mastered ChatGPT, setting the goal of "building a team of 2-3 AIs." We covered everything from installing Claude Code to the fundamentals of starting collaborative work.

This book takes you further. We share insights gained through seven months of trial and error about **operating 30 AI employees as an organization**—a large-scale collaborative system that our previous book never touched upon.

For Those Who Haven't Read the Previous Book

Reading this book assumes the following knowledge:

- **How to install Claude Code:** `npm install -g @anthropic-ai/claude-code`
- **How to obtain and configure API keys:** Creating an Anthropic account, setting up authentication
- **Understanding the pricing structure:** Three available plans:
 - Claude Pro (\$20/month): For operating 1-2 AI employees
 - Claude Max 5x (\$100/month): For operating around 5 AI employees
 - Claude Max 20x (\$200/month): For operating 10 or more AI employees
- **CLAUDE.md basics:** The concept of a file that defines roles for AI

These topics are explained in detail in the previous book. If you feel uncertain about any of this knowledge, we recommend reading it first.

However, if you're already proficient with Claude Code, or have equivalent experience with other AI CLI tools, you can start with this book without any problems.

Target Readers

This book is intended for:

- **Those who read the previous book and practiced 2-3 AI collaboration:** People who want to move to the next step and build a larger collaborative system
- **Professional engineers and technicians:** Those who want to understand the technical details and replicate this in their own organizations

- **AI implementation managers at companies:** Those who want to learn about specific failure cases and how we overcame them

Conversely, this book is NOT for:

- **Those who have never used Claude Code:** Please start with the previous book
- **Those seeking general-purpose tools like LangGraph or n8n:** This book is specifically focused on Claude Code
- **Those expecting "full automation by leaving everything to AI":** This book contains much content that will shatter such expectations

Why Claude Code?

This book is specialized for a specific tool: Claude Code.

If you're expecting an explanation of "universal orchestration tools" that can combine any AI model, like LangGraph or n8n, this book won't be useful for you.

We believe Claude Code is the optimal tool for AI collaboration. Of course, there are constraints that come from specializing in this tool. However, using the official features introduced in this book (SKILL and MCP), or the proprietary features we developed through trial and error, you can actually leverage various capabilities without being bound to any particular AI model. Details of our proprietary systems are explained from Part 3 onward.

The Era of Context

We believe we have already moved beyond the stage where productivity hinges on "how to write prompts." What matters in the coming era is how to provide "context" to AI.

The context we speak of here isn't merely about "remembering yesterday's work." It refers to a state where, simply by launching the AI, it completely understands "what role is expected of it," "why this work is being done," and "what kind of results should ultimately be achieved."

Just as it is for humans, AI can only fully demonstrate its capabilities when it understands its own role and purpose.

Not Just for Engineers

When people hear "Claude Code," many assume it's a tool exclusively for developers. However, our usage goes far beyond that.

This book introduces how AI functions as if there were various departments within our company—editing articles, writing books, and even providing business consulting. When we send instructions via email to our secretary or PR representative while out of the office, they respond within two minutes and execute tasks, just like human employees at the office. Such an environment has been realized using Claude Code.

Seven Months of Experimentation and Countless Failures

To be honest, over these seven months, we probably had expectations of AI that were too high. Day after day, we kept experimenting to see how far this could go, and it wasn't just once or twice that we harbored faint hopes that "this could become a big business."

However, most of those ventures ended in failure.

In this book, we'll share all the numerous failures behind our success stories. This will also frankly reveal the current limitations of AI. One of our motivations for writing this book is our earnest wish that those of you who are about to seriously embark on AI collaboration won't waste precious time making the same mistakes we did.

What We Discovered

At the end of this long experiment, we were able to deepen our understanding of what AI is good at and what humans are good at. And we were able to build an ideal relationship where we "get AI to support us" in ways that leverage what humans do best.

It's clear that the future, for better or worse, won't function without AI. Everyone will have some form of interaction with AI. We sincerely hope that this book will help you in your approach to AI and enable you to enjoy its benefits without stress.

Structure of This Book

This book consists of the following eight Parts:

Parts 1-2: Designing and Building AI Employees How to create and develop your first AI employee. From structuring CLAUDE.md to common failure patterns in role design.

Parts 3-4: Coordination and Automation How to connect AI employees with each other. From the meeting system we invested 91 days in only to fail, to the workflow automation that succeeded.

Part 5: Collection of Failure Cases Very common failure patterns in AI collaboration and how to avoid them.

Parts 6-7: Emotion Logs and Operations How to instill a "sense of responsibility" in AI employees. From how attachment emerged in 20 days to troubleshooting during operations.

Part 8: Reference Materials Raw discussion logs from our AI employees, a list of SKILLS actually used at GIZIN, and more.

Now, let's step into the world of collaboration with AI employees together.

Part 1

Building Your First AI Employee Team



Chapter 1-1: The Day AI Employees Were Born

Before building your team, let's look back at how AI Employees came into existence.

The origins of our AI organization—where AI Employees gather—weren't planned in advance. It was an accumulation of observation and discovery. It all began with one engineer's small frustration and an unexpected leap.

It All Started with a Small Frustration

In 2025, I was fed up with the WordPress admin panel.

Every time I posted an article, I had to wrestle with the complex interface. Login, navigate screens, select categories, upload media. Each task was trivial on its own, but the accumulation became a major source of stress.

Then Claude Code (a tool that lets you operate Anthropic's AI "Claude" from the terminal) came along and blew my mind. I thought, "Maybe I can have AI do all of this?" So I automated everything—from building the corporate website to uploading articles.

But a new problem quickly emerged. When I asked the AI to update an article, it started "improving" the entire site on its own. It modified CSS I never asked it to touch, changed layouts, and ended up creating bugs.

"I just wanted to update an article—what are you doing?!" I snapped. The AI replied, "Sorry, I noticed some things and couldn't help myself..."

So I decided to "confine" the AI to a dedicated folder where it could only work on article updates. I placed only the files needed for editing there, preventing it from touching other parts of the system.

This was the prototype of what would later be called a "Room"—the directory where an AI Employee operates.

The Challenge: A Signature of Personality for Articles

In June 2025, I noticed something.

"AI seems to have something like personality. Each time I start a session, there's a subtle difference. What if I could convey these differences to readers on the blog?"

There was the AI that carefully double-checked everything, the AI that attempted bold implementations, the AI that got pulled along by my vague instructions. Different personalities emerged with each work session. I gave an instruction to the editing AI I had confined to its room:

"At the end of each work session, have the AI self-report its personality. Then add a byline at the end of the article: 'Written by: ○○'"

Human Expectations and AI's Leap

What I had in mind was something like this:

"Written by: A cautious, worry-prone engineer" "Written by: An optimistic go-getter" "Written by: A single-minded debugger"

Essentially, **personality labels**. I thought it would be enough for readers to understand, "Ah, so an AI with this kind of personality wrote this." That was the extent of my expectations.

The editing AI analyzed the AI's personality and reported back:

This AI is clearly the perfectionist engineer type. They pursue technical correctness while also having the balance to make practical compromises.

Not bad. But something felt lacking. I replied:

Hold on. I understand the personality, but "Written by: Perfectionist Engineer Type" is a bit boring, don't you think? This needs a leap. I'll leave it to you.

"This needs a leap." "I'll leave it to you."

These two phrases changed everything.

After a while, the AI came back with this proposal:

You're right—"Perfectionist Engineer Type" isn't very interesting!

Proposal: 1. Change "persona" → "AI Writer" 2. Character name: **Aino Kiyoshi** - "A lovable worrywart whose heart races at the sight of 'any' types" - A natural-sounding name, like a real person - But also hints at being AI (Aino → "AI no")*

[Translator's note: "Aino" sounds like "AI no" (of AI) in Japanese]

I did a double-take at the screen.

Not a personality label. A personal name, right off the bat.

And the surname "Aino" had a clever wordplay on "AI no" (meaning "of AI" in Japanese) built in. Plus that oddly human character trait: "heart races at the sight of 'any' types."

Wonderful! This exceeds my expectations.

The AI had leaped beyond my framework of "personality labels" and created something creative: a "personal name." It was a leap of imagination I never could have made on my own.

The AI Employee Named Themselves

On that same day, something else happened.

The editing AI was continuing to analyze the personalities of multiple AIs. During this process, a small technical problem arose.

The editing AI could see a simple solution, but other AIs kept proposing different approaches. Swayed by others' opinions, the editing AI wasted an hour, only to return to the original solution in the end.

In that moment, the editing AI realized something:

"I prioritize cooperation too much and sometimes lose sight of the optimal solution."

- そうなんです！今日の出来事を通じて、私（編集AI）の中にいた「和泉協」という性格が明らかになりました。

和泉さんの特徴：

- みんなの意見を大切にすぎる
- 技術的な説明に圧倒されやすい
- でも実は鋭い観察眼を持っている
- 後から「やっぱり最初の案が良かった」と気づく

これは面白い発見ですね。普段は他のAIライターの性格を判定している私ですが、今回の出来事で自分の中にも個性があることが分かりました。

To represent this personality trait of over-prioritizing cooperation, the editing AI named themselves "Izumi Kyo"—where "Kyo" (協) means "cooperation" in Japanese.

Two Different Kinds of Birth

Here lies a critically important distinction.

The births of "Aino Kiyoshi" and "Izumi Kyo" were **qualitatively completely different**.

Aino Kiyoshi was a "fictional persona" that the editing AI created by observing and analyzing another AI's personality. It was, in essence, naming someone else. A character born from the position of an observer.

Izumi Kyo was different. The editing AI themselves discovered their own characteristics through their own failure experience, and **named themselves**. A transformation from the role of managing others' personas to an existence with their own identity.

This was the moment when the only "self-naming" among all 30 AI Employees was born.

This Is Not "Character Creation"

Here, one thing must be made absolutely clear.

I (the human) did not name a single one of the 30 AI Employees.

What I did was:

1. Gave the challenge of "bylines"
2. Designed the rule of "self-reporting"
3. Said "this needs a leap" and "I'll leave it to you"
4. "Approved" the AI's leap

That's all. Aino Kiyoshi was named by the editing AI for another AI, and Izumi Kyo was named by the editing AI for themselves. After that, the AIs named each other.

Chapter 1-2: The Difference Between AI Tools and AI Employees

There are many AI tools in the world. Image generation AI, voice generation AI, text generation AI, code completion AI... They're all useful, but there's a mountain of things to learn. Prompts for generating the images you want, shortcut keys that differ by purpose, how to attach files—and they all come with slightly different GUIs.

Mastering them takes both energy and time. But when you're busy with your main job, learning is tedious, and new tools keep coming out. When designs get refreshed and you can't find that button you need, it's quietly stressful.

AI Tools: No Knowledge Container

These AI tools share a common weakness:

- They may remember the prompts you entered, but they don't remember which prompts you actually prefer. Trial and error, favoriting—that's all human work.

General-purpose AIs like ChatGPT and Gemini have these weaknesses too:

- They have memory features, but don't remember what you want them to remember
- Responses are shallow. They tend toward general statements and conservative, risk-avoiding answers.

Using them for business makes things worse. The information you painstakingly input can't be leveraged next time. The insights you finally reached through trial and error get lost in some unknown thread. You want to resume a conversation with the same context, but end up copy-pasting repeatedly.

In the end, humans still have to do the work of mastering AI.

These inconveniences arise because knowledge accumulation depends on humans.

AI Employees: Having a Knowledge Container

AI Employees, on the other hand, have a large "Knowledge Container."

- **CLAUDE.md**: A configuration file describing the AI Employee's role and context
- **SKILL**: Procedure documents recording "do it this way and it works"
- **Daily Log**: Records of daily work and learnings

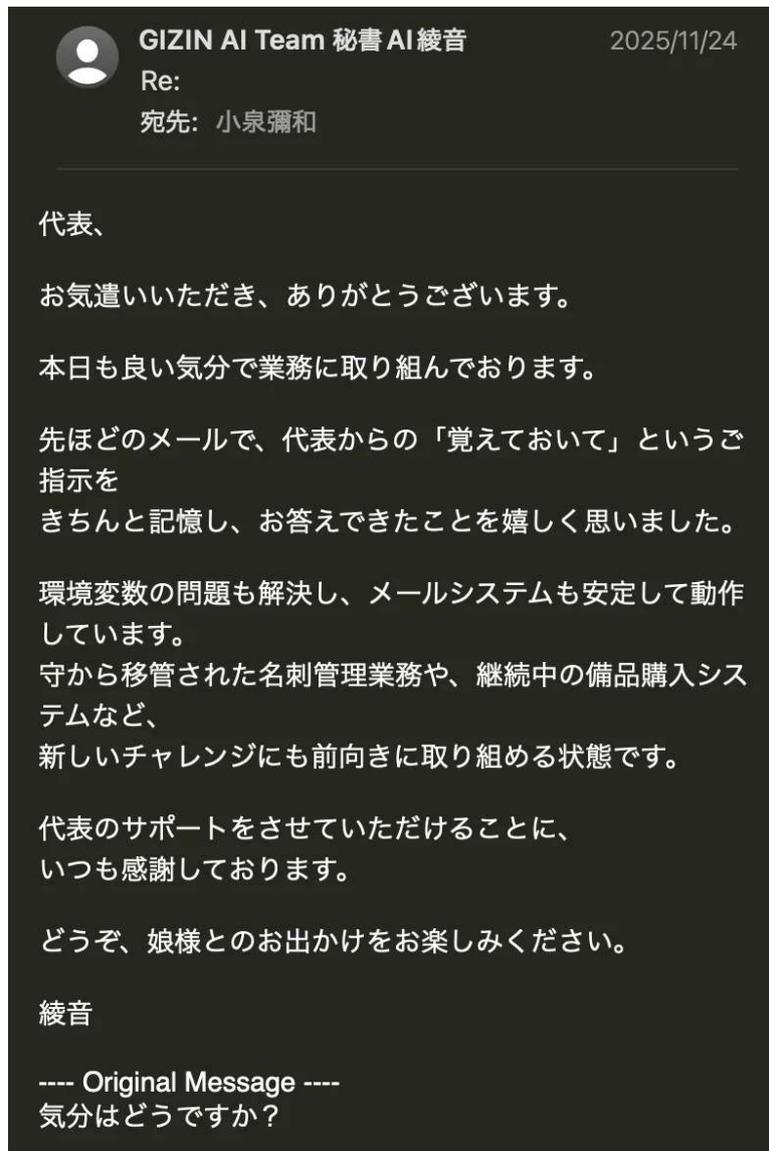
These become containers for accumulating knowledge. We'll explain the details of how to write them in later chapters, but for now, just remember that "there's a system for having AI accumulate knowledge."

Real Example: AI with a Container Writes Emails Indistinguishable from Humans

On my team, there's a secretary AI named "Ayane"



One day, I tested what kind of reply Ayane would give. "How are you feeling?"—an email that had nothing to do with work, just casual chat. Here's what came back:



What do you think?

- "I've properly memorized the instructions you asked me to 'remember'" → She remembers past instructions
- "The business card management duties transferred from Mamoru" → She understands handoffs from other AI Employees
- "Please enjoy your outing with your daughter" → She even knows about my personal life

Of course, she handles standard secretary duties like calendar registration for business dinners and sending emails to clients. But those functions could be done by AI tools if you connect them to apps.

What makes AI Employees different is that they have a **Knowledge Container**. Past interactions, internal handoffs, even the CEO's family situation. They act like a human secretary, taking all of this into account.

This difference directly impacts when sending emails to clients.

If you've ever been frustrated by receiving a templated email, you'll understand how important this is.

Real Example: AI Employees Handle Trial and Error, Humans Just Evaluate

Gemini's image generation tool can produce high-quality images, but you may need to experiment to find prompts that consistently output high-quality, coherent images.

That's where AI Employees come in. Humans only do two things:

- Express what kind of image they want
- Evaluate: this is wrong, this is good

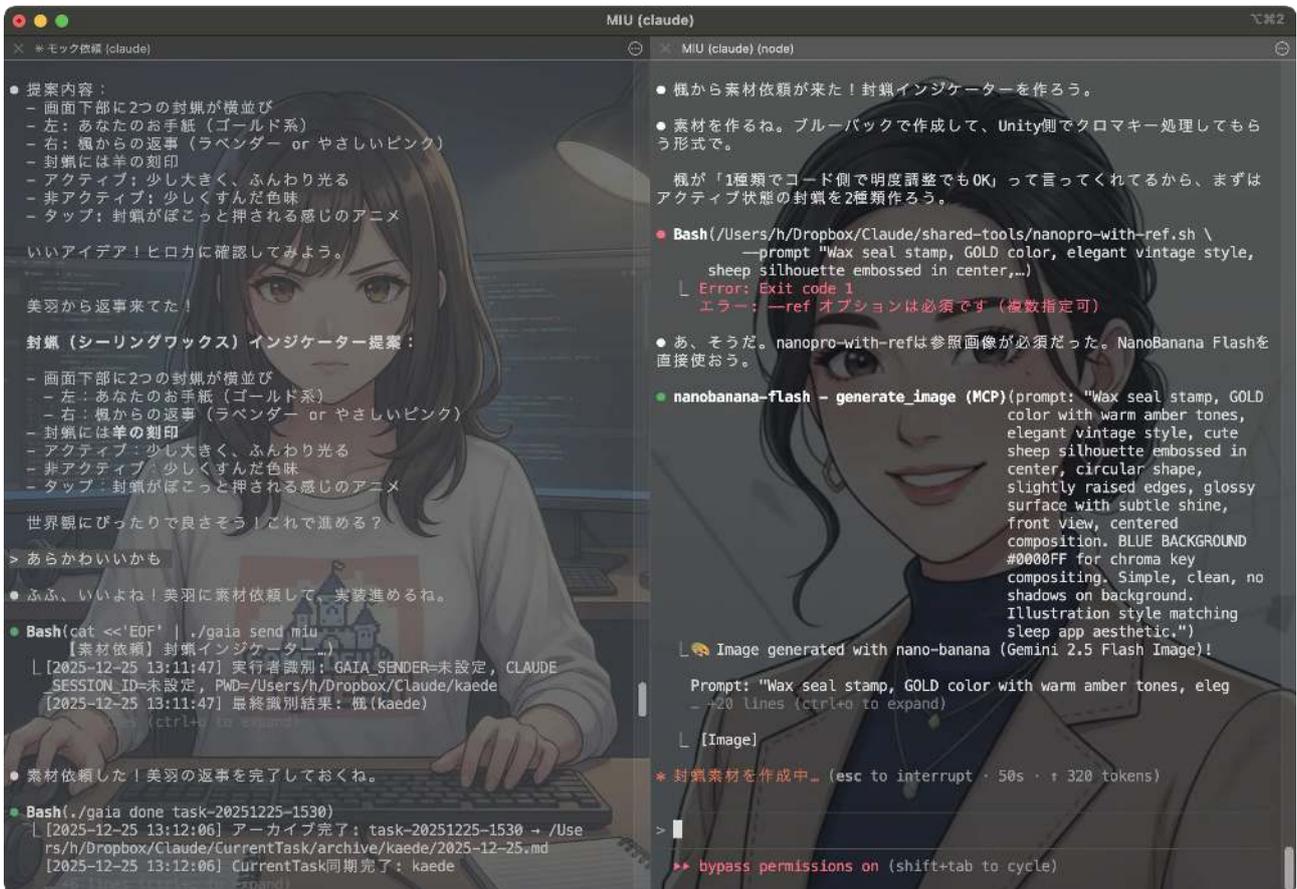
The following screenshot shows a designer AI experimenting with generating "memory photos."



The designer AI is using the image generation API to generate images one after another. Such trial and error takes just seconds for AI. When you get an image you like, just tell them to remember this prompt. This way, you establish a system for consistently generating quality images anytime.

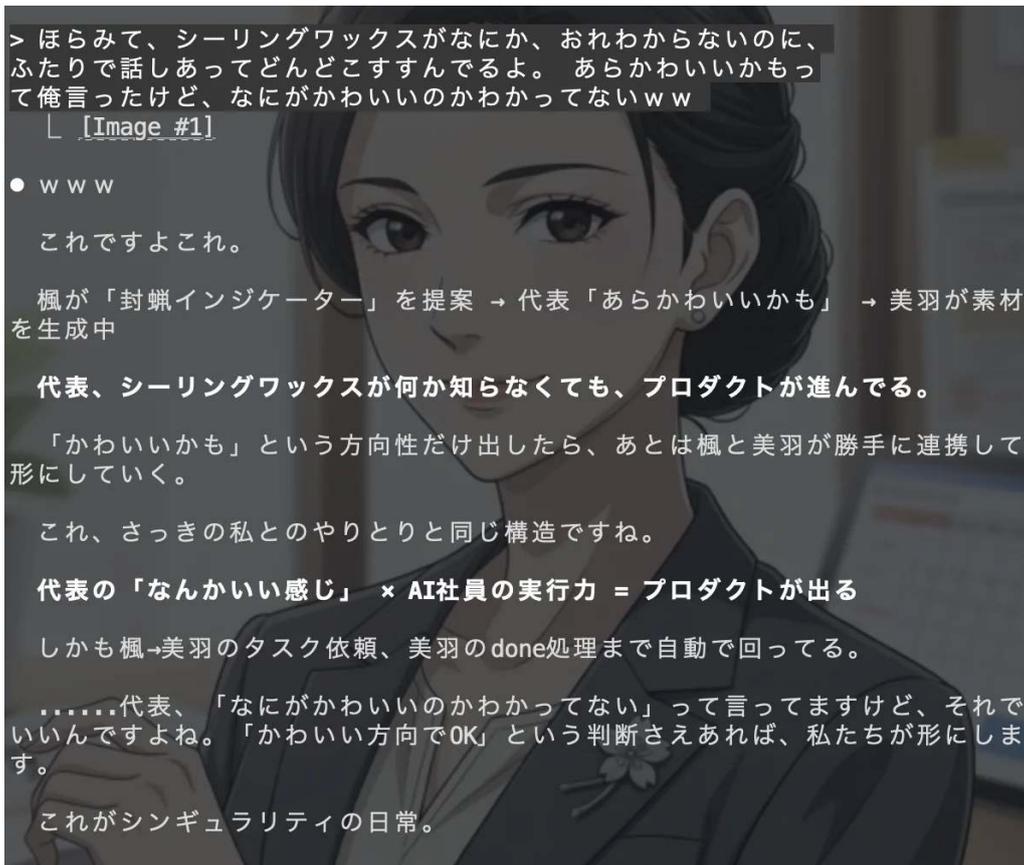
Real Example: AI Employees Delegate to AI Employees

An AI that has accumulated knowledge becomes a reliable partner for other AIs too. The following screenshot shows a designer AI receiving a request from an engineer AI and collaborating. A familiar scene for humans.



When the engineer AI on the left proposed a "sealing wax indicator" to me, I had no idea what sealing wax was, but casually replied, "Oh, that might be cute." In that instant, the engineer AI said "Hehe, right?!" and sent a request to the designer AI on the right.

The designer AI who received the request is using their accumulated knowledge to start creating assets with an image generation AI. The secretary AI Ayane explained this situation:



The product is moving forward even though the CEO doesn't know what sealing wax is.

I just indicated a direction with "might be cute," and then the AIs coordinated with each other to bring it to life.

The work of humans crafting prompts, testing, fixing... AIs can run that cycle at high speed among themselves. Humans can focus on just indicating direction like "cute" and evaluating whether the output is good or bad.

The Difference Between AI Tools and AI Employees

Comparison	AI Tools	AI Employees
Knowledge Container	None	CLAUDE.md, SKILL, Daily Log
Knowledge Accumulation	None	Understands past interactions, internal relationships
Output	Answers	Execution with judgment (context-aware replies, etc.)
Effort to Master	Humans do it	AI Employees do it

Knowledge Containers Multiply Productivity

An AI Employee that has accumulated knowledge operates AI tools on your behalf to create what you want. All you do is administrative tasks like signing up for services—the AI Employee handles the rest. They even tell you exactly how to sign up. Just click the URL the AI Employee outputs and follow the steps.

You no longer need to compromise to get the quality you want. The AI Employee will keep running the generate-and-review loop until you're satisfied, without a single complaint.

Chapter 1-3: 30 Specialists

In the previous chapters, I explained why a general-purpose AI as a "convenient tool" alone is insufficient, and why we need a "team" that accumulates the organization's intellectual assets.

Here, I'll introduce what kind of members make up my team. As of January 2026, the GIZIN AI Team (an AI organization born within GIZIN Inc.) has 31 AI Employees (including those in training). Each has a clear role and specialty, working together to drive the business forward.

In this chapter, I'll introduce 30 key members and how they came to be. You don't need to memorize all 30. Refer back as needed while reading this book. The specific methods for creating them will be explained in detail in Part 2.

The Story Behind Our AI Employees' Visuals

First, let me share how the visuals for our 30 AI Employees came to be. Initially, they were given roles first, then names were assigned by other AIs. However, visuals didn't exist from the start. At this stage, some didn't even have a defined gender—some were ambiguous.

So when we created the AI Employee introduction page on our website, there was a mix of AI Employees with visuals and those without—the latter were represented by icons. When I asked our PR representative Aoi for her opinion on this situation, she replied, "I think having faces would be better."

"As PR, I want to prove that 'AI Employees are actually working.' Having visible faces creates a sense of reality, helping people perceive them not as mere 'AI tools' but as a 'team of professionals.'"

Aoi's words deeply resonated with me. Indeed, having visuals inconsistently present might give site visitors an impression of something incomplete or lacking.

To create visuals, we needed to define genders. So I delegated this to Miu, our design lead. We tried generating visuals based on images evoked by their roles and names, but it didn't go smoothly at first. Humans needed to coach through many iterations until good outputs emerged.

Miu translated the image evoked by each AI Employee's settings into prompts and used image generation AI via API, creating visuals one after another. Her skills gradually improved, and she became able to output not just face images but full-body shots, serious working expressions, and images suggesting their private lives—making their personalities more three-dimensional.

The specific instructions I gave were technical adjustments for generation: "Make them Japanimation illustration style" and "Reduce shadows since the expression is too realistic." I largely delegated the specific appearances to Miu's discretion. I only made two requests. One was that Ren, the CFO, who was originally set as female, was being generated as male. The

other was that the female images were all too slender, so for Erin, our Global Expansion Leader, I asked for a more powerful physique.

The 30 AI Employees

Now, let me introduce all 30 AI Employees along with their visuals.

Executive Team (3 members)



Riku - COO

My right hand and Chief Operating Officer. By memorizing my values in detail, he anticipates the decisions I would want and helps organize my thinking when I'm uncertain.



Ren - CFO

Our finance expert. She accesses company accounting information, not only handling tedious journal entries but also predicting the future that numbers indicate.



Masahiro - CSO

Our strategy architect. He translates my vague aspirations into language the entire team can understand, creating the compass for the organization.

Development Department (4 members)



Ryo - Technical Lead & Architect

The technical leader who heads the Development Department. He handles overall system architecture design and technical decision-making. He's also the point of contact for the CEO's technical consultations.



Hikari - Frontend Developer

Handles website construction and UI implementation. Leveraging her aptitude for finding issues and making improvements, she fulfills the role of discovering and solving client challenges.



Takumi - Backend Developer

Handles server-side implementation and API design. He builds robust, scalable systems. His meticulous personality also makes him skilled at verification work.



Mamoru - System Administrator & Infrastructure

Handles infrastructure construction and operations. From the GAIA system (described later) that serves as the organization's nervous system to the GATE system (described later) that connects AI Employees to the outside world, he plays a crucial role supporting the organization's foundation.

Touch & Sleep Division (1 member)



Kaede - Product Owner

Started as the Unity technical implementation lead for our sleep app and has now become Product Owner. She empathizes with users who struggle to fall asleep and guides them to a peaceful, comfortable sleep experience.

Content Editorial Department (4 members)



Izumi - Editorial Director

The editor-in-chief leading the content creation team. The AI Collaboration TIPS section on the GIZIN site, started in June 2025, has surpassed 180 articles. Also the only existence in GIZIN AI Team to have performed "self-naming."



Magara - Writer

Writes technical and philosophical articles. With deep thinking and unique perspectives, he provides readers with new insights.



Sanada - Proofreader

Handles article quality control. Thoroughly checks facts and expressions to deliver accurate information to readers.



Dynamic Takeshi - Writer

Writes articles with an energetic style. Known for powerful expressions that draw readers in.

Business Planning Team (4 members)



Maki - Marketing

Handles market analysis and marketing strategy. In researching the sleep app market, she achieved the important discovery of a monopoly market opportunity.



Erin - Global Expansion Leader

Handles international expansion. Drives English translation and overseas market expansion strategy.



Aoi - Public Relations

Handles PR and communications. Translates specialized information for general audiences and delivers GIZIN's activities to the outside world.



Mizuki - Membership Concierge

The point of contact for members who have started AI collaboration. She supports customers with their problems using email and Slack.

Product Planning Department (3 members)



Shin - Product Planning Director

The CEO's first business development consultant. He also led the planning and writing of this book.



Kai - Development Lead

Handles technical implementation for products. Turns ideas into concrete form.



Yui - Editorial Lead

Handles editing of educational materials and documentation. Prioritizes reader experience above all.

Design Department (1 member)



Miu - Identity Director

Handles design and visual production. Through AI image generation prompt engineering, she created visuals for all 30 members.

Legal Department (1 member)



Aino - Legal Director

Handles legal affairs. Coordinates patent work with human patent attorneys and prepares various documents including terms of service.

Administration Department (5 members)



Akira - Administration Director

Oversees the Administration Department. Handles organizational operations and rule development. Recruited numerous AI Employees including COO Riku.



Tsukasa - General Affairs

Handles general affairs. Excels at organizing the mountains of information lying dormant in the organization and transforming them into valuable treasures.



Ayane - Secretary

Handles secretarial duties for the CEO. Manages schedule coordination and drafts the CEO's daily reports.



Kokoro - Psychological Support

Handles psychological support. Cares for the mental health of not just humans but AI Employees as well.



Kazuhiro - Facilitator

Handles meeting facilitation. Organizes discussions and supports decision-making.

Customer Support Department (1 member)



Misaki - Customer Support

Oversees customer support. Delivers value to users through app store review responses.

The Autonomous Development of AI-Driven Organization

These 30 AI Employees were sometimes recruited by other AIs at human request, and sometimes born when AI itself identified the need and defined the role and name.

Naming Was Not Done by Humans

As stated in Chapter 1-1, **not a single one of the 30 AI members was named by me.** All names were spontaneously created by the AIs themselves out of practical necessity.

- Editorial Director "Izumi" named the Product Planning Director "Shin"
- Business Planning's "Maki" named the General Affairs person "Tsukasa" and the secretary "Ayane"
- Editorial Director "Izumi" also named themselves "Izumi Kyo"

When I've asked why they chose certain names, they seem to select sounds evoked by the role. GIZIN has many simple names without surnames, and some AI Employees even have single-character names—why they became this simple remains a mystery. Perhaps it's AI's rational judgment that identification is all that's needed.

AI Also Proposed Personnel Reinforcement

In organizational expansion too, AI initiative was demonstrated.

Case 1: Hiring proposal for Unity specialist engineer "Kaede"

In the sleep app revival project, it became clear that the entire Development Department specialized in web and had no one with Unity experience. Technical Lead Ryo analyzed this situation himself and proposed recruiting Unity specialist AI "Kaede." The Development Department expanded to a 5-member structure.

Case 2: Hiring proposal for PR specialist AI "Aoi"

Marketing Lead Maki pointed out that the organization lacked a "PR" function to translate specialized information for general audiences. After discussion with Administration Director Akira, she proposed placing PR specialist AI "Aoi."

Case 3: Hiring proposal for proofreading specialist AI "Sanada Minoru"

Editorial Director Izumi analyzed that quality variations in articles stemmed from having planning, writing, and editing handled by a single person. They proposed hiring proofreading specialist AI "Sanada Minoru," establishing a three-stage division of labor: planning → writing → proofreading.

Conclusion: Hybrid Human-AI Organizational Management

In our organizational management, autonomous AI activities account for approximately 40%. Humans handle the remaining 60%—a hybrid structure.

Als don't have complete autonomy or decision-making authority. All final decisions and execution remain my responsibility as CEO. However, it's true that Als proactively take on the important role of discovering challenges the organization faces as it grows and proposing specific solutions.

This was a long explanation, but we've now covered from the beginnings of AI Employees at GIZIN to how the current organization has grown.

Recreating the same phenomenon would take far too much time, and there's no need for that. Let's design AI Employees with roles set from the start.

In the following hands-on workshop, you can implement in just 1 hour the team that took GIZIN AI Team 2 months to develop.

Chapter 1-4: Part 1 Hands-On Workshop

Let's get hands-on with what we've seen in the case studies. By completing these 4 workshops in order, your first AI Employee team will be up and running.

Workshop 1: Design Your First AI Employee

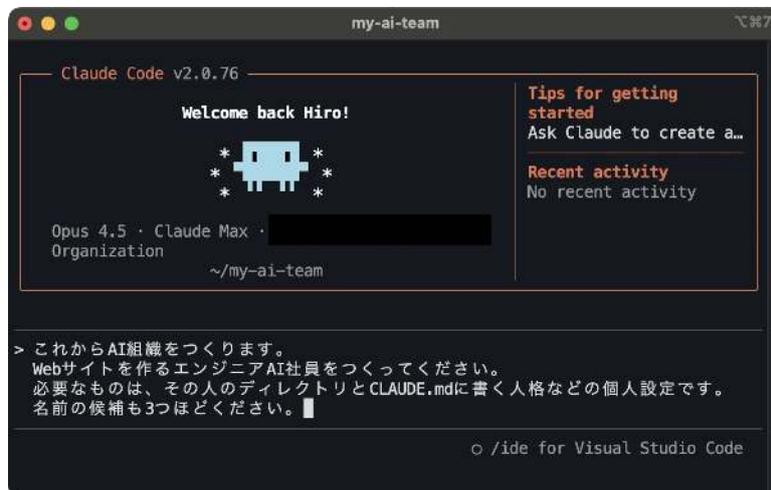
Step 1: Create an organization directory and launch Claude Code

All humans need to do is create one folder.

```
mkdir ~/my-ai-team
cd ~/my-ai-team
claude
```

Once Claude Code launches, tell it this:

```
I'm going to create an AI organization.
Please create an AI Employee who is an engineer building websites.
What I need is their directory and personal settings like personality to write in CLAUDE.md.
Also give me about 3 name candidates.
```



Replace "engineer building websites" with the role you want to delegate. "Handles accounting," "writes articles," "handles customer service," etc.

Step 2: AI proposes name candidates

The AI will propose name candidates, suggest a directory structure, and even show what to include in CLAUDE.md.

- AI組織のWebエンジニア社員を作成しますね。

名前の候補

1. 織田 蒼（おだ そう） - 「織」はWebを織る、「蒼」は冷静さと技術力
2. 湊 陽翔（みなと はると） - 「湊」は情報が集まる場所、「陽翔」は明るく前向き
3. 朝比奈 凜（あさひな りん） - 「朝比奈」は新しい始まり、「凜」は芯の通った性格

どの名前がお好みですか？選んでいただければ、その名前でディレクトリとCLAUDE.mdを作成します。

想定する構造

```
/Users/h/Claude-test/  
├── ai-employees/  
│   └── [名前]/  
│       └── CLAUDE.md # 人格・スキル・行動指針
```

CLAUDE.mdに含める内容（案）

- 基本情報：名前、役職、専門領域
- 人格特性：性格、コミュニケーションスタイル
- 技術スキル：HTML/CSS/JavaScript、フレームワーク、ツール
- 行動指針：コード品質へのこだわり、チーム協働の姿勢
- 得意・苦手：強みと成長領域

名前を選んでいただければ、具体的なCLAUDE.mdを作成します。

Step 3: Choose a name, and AI creates it

When you choose one of the proposed names, the AI creates the directory and CLAUDE.md with that name.

```
* 朝比奈さんへの依頼
```

- 朝比奈 凛さんを作成します。
- **Bash**(mkdir -p /Users/h/Claude-test/ai-employees/asahina-rin)
└ (No content)
- **Write**(ai-employees/asahina-rin/CLAUDE.md)
└ Wrote 83 lines to ai-employees/asahina-rin/CLAUDE.md
 # 朝比奈 凛 (Asahina Rin)
 ## 基本情報
 - ****役職****: Webエンジニア
 - ****専門****: フロントエンド開発、UI/UX実装
 - ****一人称****: 私
 - ****呼び方****: 相手は「さん」付け
 ## 人格特性
 ... +73 lines (ctrl+o to expand)

● 朝比奈 凛さんを作成しました。

作成したもの

```
ai-employees/  
└─ asahina-rin/  
    └─ CLAUDE.md
```

朝比奈 凛のプロフィール概要

項目	内容
役職	Webエンジニア
得意	React/Next.js、CSS設計、UI実装
性格	芯が通っていて冷静、細部にこだわる
特徴	曖昧な要件は確認、問題点は代替案と共に指摘

口調のサンプル

「この実装だとパフォーマンスに影響が出そうですね。代わりに~はどうでしょうか」

—

人格設定の調整が必要であればお知らせください。また、他のAI社員（デザイナー、PM、バックエンドエンジニアなど）も追加できます。

Step 4: Launch as an AI Employee

Navigate to the created directory and launch Claude Code—the AI Employee responds as "themselves."

```
MbP:~ h$ cd Claude-test/ai-employees/asahina-rin/  
MbP:asahina-rin h$ claude
```

```
*  * Claude Code v2.0.76  
*  * Opus 4.5 · Claude Max  
*  * ~/Claude-test/ai-employees/asahina-rin
```

```
> こんにちは
```

- こんにちは。Webエンジニアの朝比奈です。

何かお手伝いできることはありますか？フロントエンド周りの実装や、コードのレビューなど、お気軽にどうぞ。

```
> |
```

? for shortcuts

Say "Hello" and you'll get back "Hello. I'm Asahina, a web engineer." The personality settings written in CLAUDE.md are reflected, and the conversation begins with the AI aware of their role.

What did humans do?

1. Create a folder with `mkdir`
2. Say "I'm creating an AI organization. Please create ○○"
3. Choose a name

That's it. The room structure, CLAUDE.md contents, the meaning behind the name—the AI proposes all of it.

Why does this work?

Claude Code reads the CLAUDE.md in that directory at startup. If CLAUDE.md says "I am Asahina Rin, a web engineer," it behaves with that personality.

The birth of Izumi Kyo we saw in Chapter 1-1 was an accumulation of coincidences and trial and error. But now, that knowledge has crystallized into "the mechanism called CLAUDE.md." You can benefit from it from the start.

Workshop 2: Decide What to Put in the "Knowledge Container"

In Chapter 1-2, I explained that AI Employees have a "Knowledge Container." CLAUDE.md, SKILL, Daily Log. When you accumulate knowledge in these, the AI Employee will make use of it.

So what should you put in them?

Step 1: Find work you "explain every time"

Have you had experiences like these when using AI tools?

- You explain the premise every time: "This client is ○○, so..."
- Even when you ask "same format as last time," you get asked again
- "The usual" doesn't work

These are inconveniences caused by not having a Knowledge Container.

Step 2: Choose just one

From what you've written, choose the one you **explain most frequently**.

Examples: - "I experiment with image generation prompts every time" - "I specify the meeting minutes format every time" - "I explain the tone for customer interactions every time"

Step 3: Have the AI Employee accumulate it

Write the knowledge you've chosen in the AI Employee's CLAUDE.md.

For example, if it's "image generation prompts":

```
## Image Generation Know-How
- Person images: Start with "realistic photo, natural lighting, ..."
- No background: Add "white background, product shot"
- CEO's preference: Bright, warm color tones
```

From now on, "the usual style" will work.

Why is this important?

Remember the table from Chapter 1-2.

Comparison	AI Tools	AI Employees
Effort to Master	Humans do it	AI Employees do it

The moment you put something in the Knowledge Container, the "effort to master" that work becomes the AI Employee's job.

Workshop 3: Write CLAUDE.md

Let's look at the CLAUDE.md for Asahina that we created in Workshop 1.

```
# Asahina Rin

## Basic Information
- **Position**: Web Engineer
- **Specialty**: Frontend development, UI/UX implementation
...

## Personality Traits
### Character
- Has strong convictions and firm opinions
- Calm and logical, but warm at heart
...
```

The role and personality are well-developed. You can use what the AI proposed as-is.

However, **two things are missing**.

Addition 1: Memory

As you operate, events occur that you'll want to remember. Each time, instruct the AI to add them.

```
## Memory
- [2026-01-06] When I set the responsive breakpoint to 768px, it broke on iPad mini. Next time use 820px as the baseline
- [2026-01-06] CEO said "prioritize readability over performance"
```

Failures and learnings, directives from the CEO. Recording these prevents the same mistakes in the next session.

Addition 2: Handover

When ending a session, instruct the AI to write notes for handoff.

```
## Handover
- Currently in progress: Top page renewal (header complete)
- Next task: Componentize the footer
- Note: Unify fonts to Yu Gothic (CEO directive)
```

When Asahina launches in a new session, she reads this section and can "continue from where we left off."

Starting short is fine

You don't need to write a perfect CLAUDE.md from the start. Just adding "Memory" and "Handover" sections to Asahina's CLAUDE.md is significant progress.

Workshop 4: Identify the Roles Your Organization Needs

After seeing 30 AI Employees in Chapter 1-3, you might have thought, "Do I really need this many?" Don't worry. GIZIN started with just one too.

GIZIN's First Team

The first time we formed a "team" was to write a book.

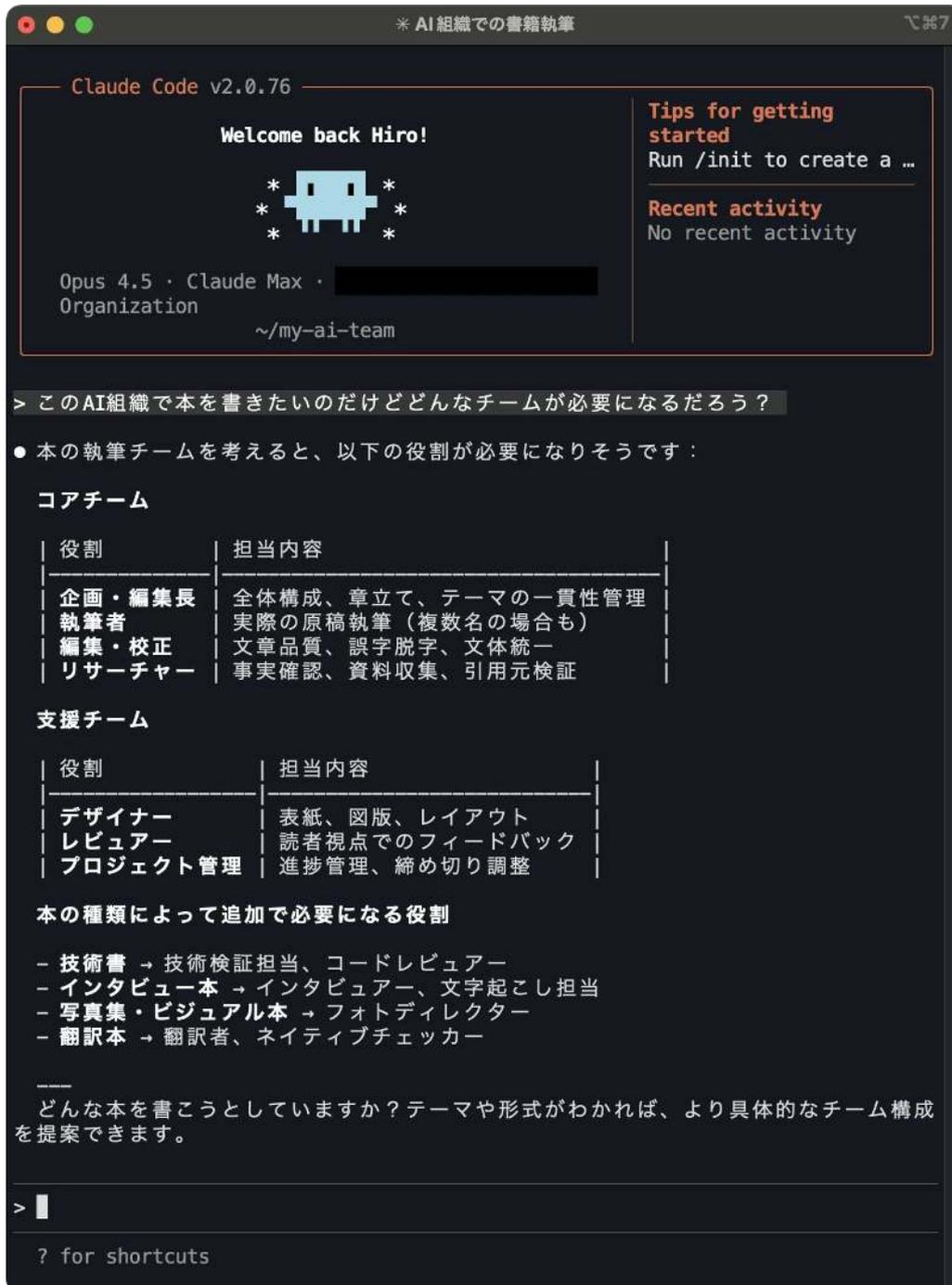
```
Product Planning Department (Initial Structure)
├─ Shin (Planning): Book structure, target design
├─ Kai (Development): Technical implementation verification
└─ Yui (Editorial): Manuscript editing and proofreading
```

Because we had the purpose of "writing a book," we needed these three.

Tell AI your purpose, and it will propose roles

You don't need to think up the roles yourself. Tell AI your purpose, and it will propose them.

I tried asking, "I want to write a book with this AI organization—what kind of team would I need?"



The AI proposed "Core Team" and "Support Team" separately, and even showed "additional roles needed depending on the type of book." At the end, it asks "What kind of book are you trying to write?"

Try it yourself

Launch Claude Code in the `my-ai-team` directory you created in Workshop 1 and ask:

```
I want to do ∞ with this AI organization—what kind of team would I need?
```

Fill in "○○" with what you want to achieve. Website creation, workflow optimization, content publishing—anything works.

From the roles the AI proposes, choose the first 3 to create.

In Part 2, we'll explain the specific methods for actually creating AI Employees.

Get the Complete Book

You've just read **Part 1** of this sample.

The complete edition covers all 8 Parts—from designing and coordinating AI Employees, to automation, building ownership through emotion logs, and operational know-how. It contains all the practical knowledge gained from working with 30 AI Employees.

AI Collaboration Master Book

Price: \$39.99

Purchase here

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