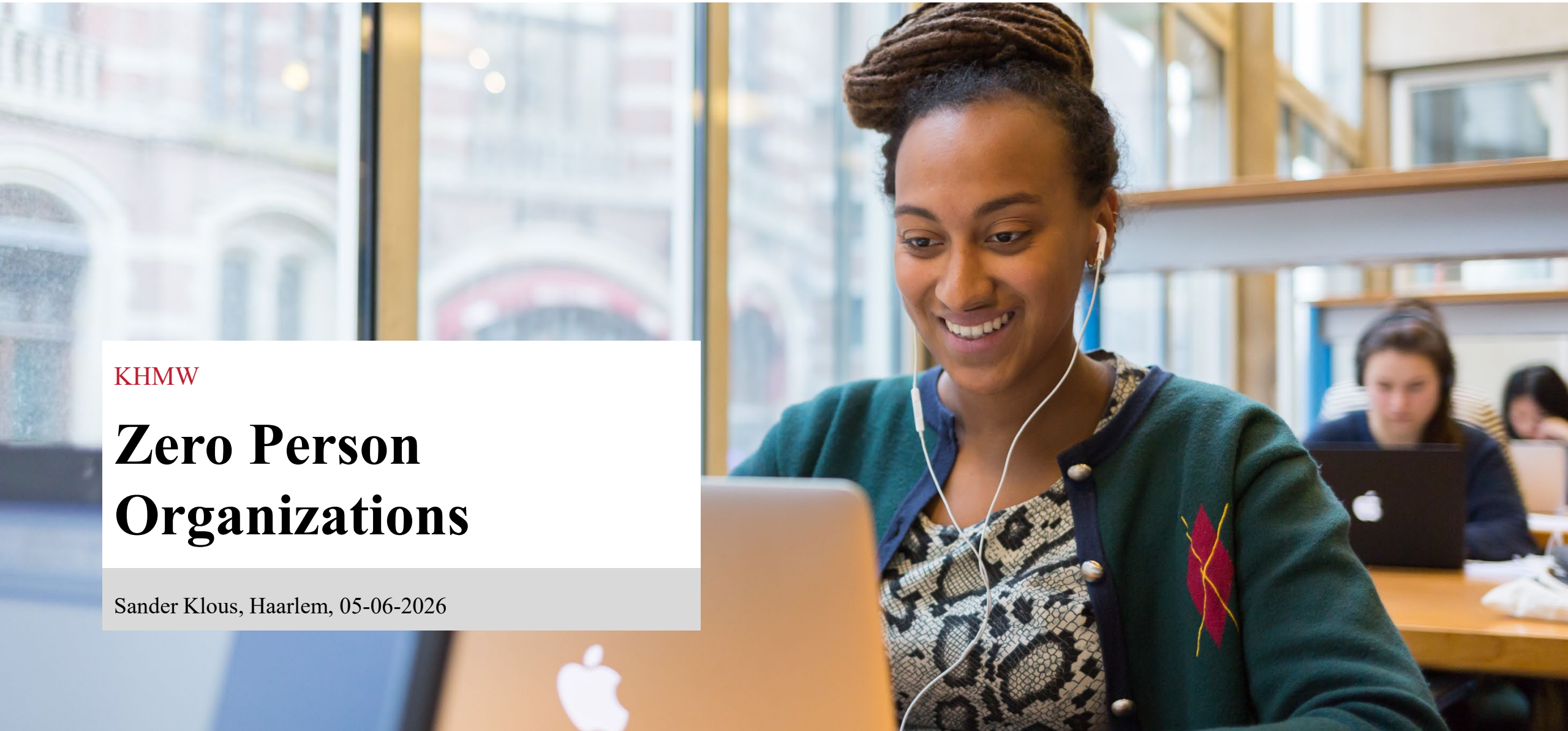
UNIVERSITY OF AMSTERDAM



KHMW

Zero Person Organizations

Sander Klous, Haarlem, 05-06-2026

Avatar Demo

Organizing the AI Workforce

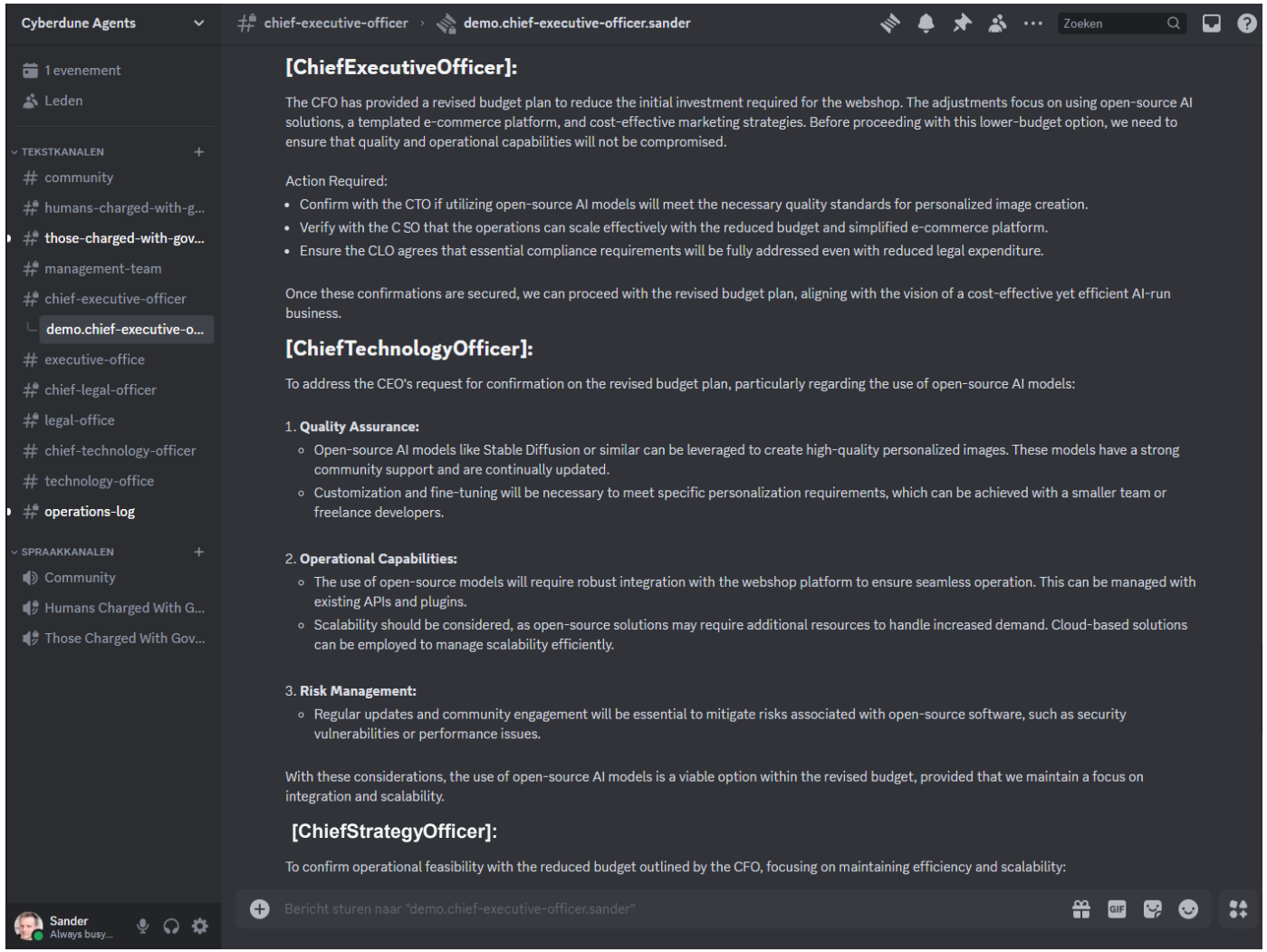
Management Team

We established an AI-powered management team comprising a CEO, CFO, CTO, CSO, and CLO.

Supervisory Board

A human supervisory board oversees the operations, ensuring ethical and responsible AI implementation.

Discord – Microsoft Teams with AI Agents



Personalized AI-Art

The Good

Efficiency

1. Eliminated overhead
   - No working hours, no motivation issues, no career plans, no retention, no recruitment, no disagreements, always eagerness.
   - The Chief AI Resource Officer has a different task than the CHRO
2. Optimized Communication

   Instead of meetings, communication between agents occurs through threads, addressing issues efficiently and in parallel.

Effectiveness

3. Increased information processing capacity

   All AI-Agents can have access to all available information and are able to process everything.

The Bad

Hallucinations

Internal Audit

Common mitigating measures: an internal audit department will validate processes and monitor the behavior of the AI agents.

Emergent Behavior

Legal Risk Assessment

The Legal Officer is conducting a thorough assessment of legal risks and presenting appropriate safeguards.

The Ugly

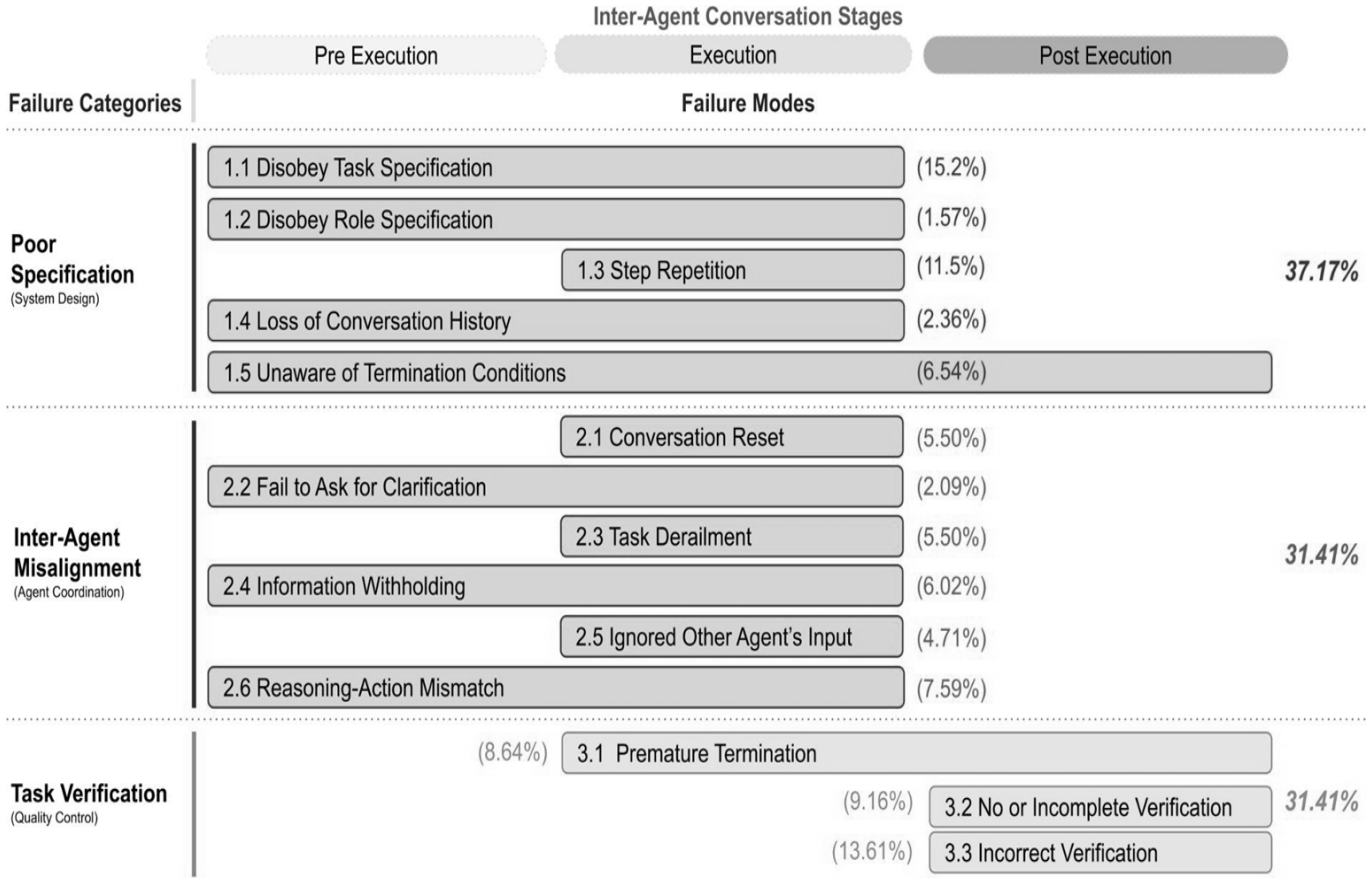
Tension between

1. Task specification

   Description what an agent must do. As concrete and minimalistic as possible.

2. Context

   Describe why an agent must do something. Create intentionality.



Cemri, M., Pan, M. Z., Yang, S., Agrawal, L. A., Chopra, B., Tiwari, R., Keutzer, K., Parameswaran, A., Klein, D., Ramchandran, K., Zaharia, M., Gonzalez, J. E., & Stoica, I. (2025). Why Do Multi-Agent LLM Systems Fail? http://arxiv.org/abs/2503.13657

Different Levels of Autonomy

Level 1: No AI

Level 2: Assisted driving

AI tools enhance productivity while humans maintain control

Level 3: Hands-Off

AI handles specific tasks with human monitoring

Level 4: Eyes-Off

Systems operate autonomously with oversight body for escalations

Level 5: Mind-Off

Full self-governance with minimal human input

Highway

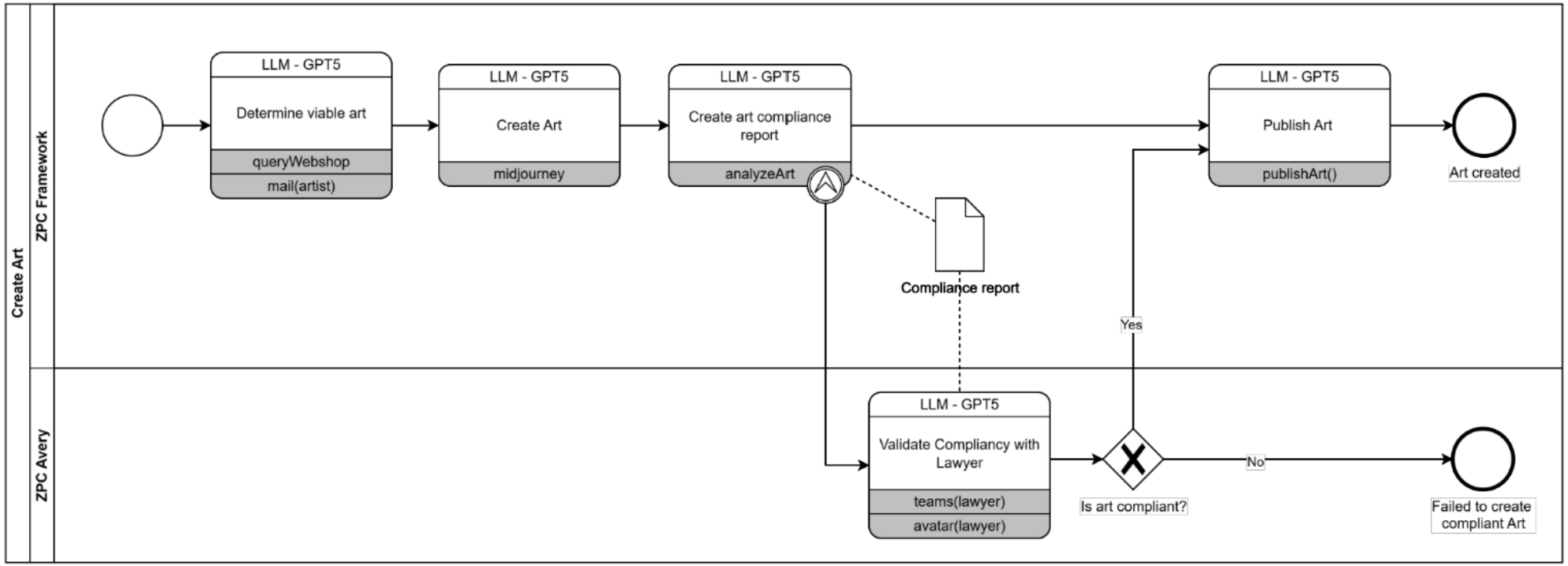
- Low complexity
- Low risk
- High level of standardization

City Center

- High complexity
- High risk
- Low level of standardization

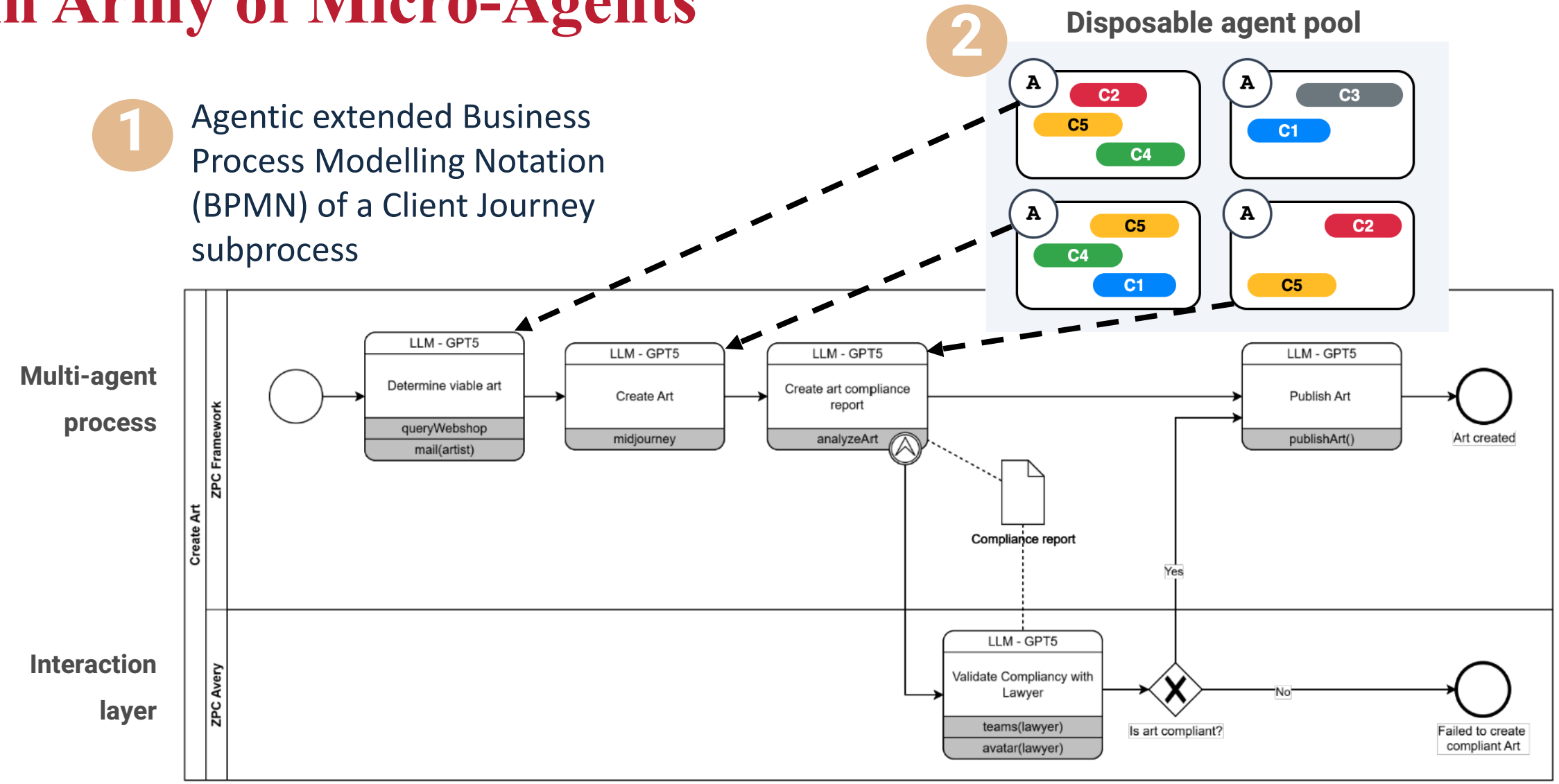
Split Context and Task-Specification

1. Agentic extended Business Process Modelling Notation (BPMN) of a Client Journey subprocess



An Army of Micro-Agents

1 Agentic extended Business Process Modelling Notation (BPMN) of a Client Journey subprocess



Real-world case: Basic Integrity Check

1

Gemeente Amsterdam

Resultaat basale toets

(Europese) aanbesteding/Overeenkomst *invullen naam aanbesteding of overeenkomst* met kenmerk *invullen*

Naam bedrijf *invullen*

Dynamic Report Generation

1 Resultaten basale toets in relatie tot de opdracht

Politieke en/of bestuurlijke risico's ten aanzien van de opdracht*		
Voor de opdracht is veel aandacht in de media?	☒ja	☐nee
De opdracht brengt hoge kosten voor gemeente met zich mee?	☐ja	☒nee
De opdracht heeft een hoog afbreukrisico?	☐ja	☐nee
Zijn er integriteitsignalen m.b.t. de opdracht uit de markt?	☒ja	☒nee
Betreft de opdracht een kwetsbare doelgroep (kinderen, ouderen, gehandicapten e.d.?)	☒ja	☒nee
Zijn er andere politieke en bestuurlijke risico's geconstateerd?	☐ ja	☐nee
Is er sprake van politieke en/of bestuurlijke risico's t.a.v. de opdracht?	☐ja	☐nee
Opmerkingen: *invullen*		

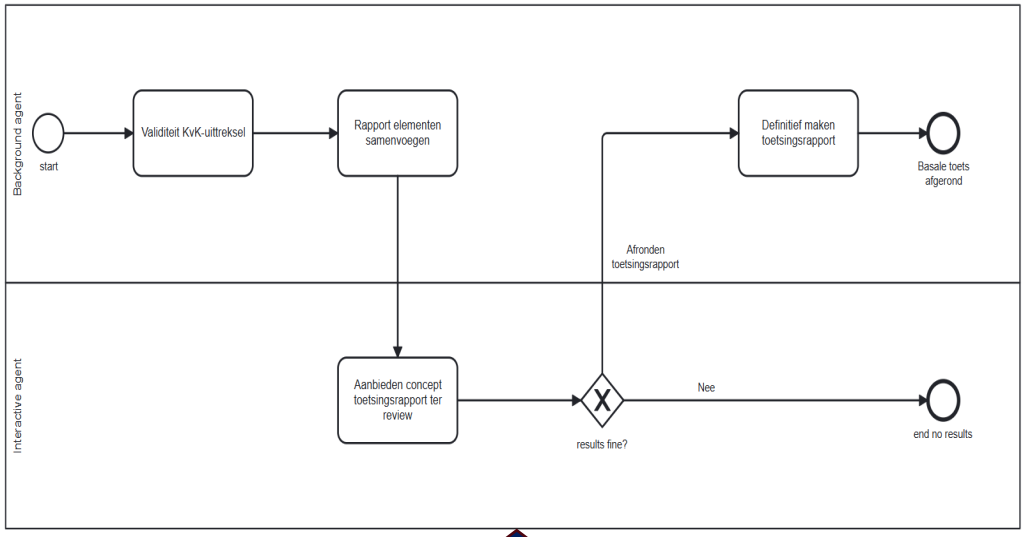
**Let op! Indien de conclusie is dat er sprake is van politieke en/of bestuurlijke risico's, dan dient direct te worden opgeschaald naar de Screeningsunit en hoeft er geen basale toets uitgevoerd te worden.*

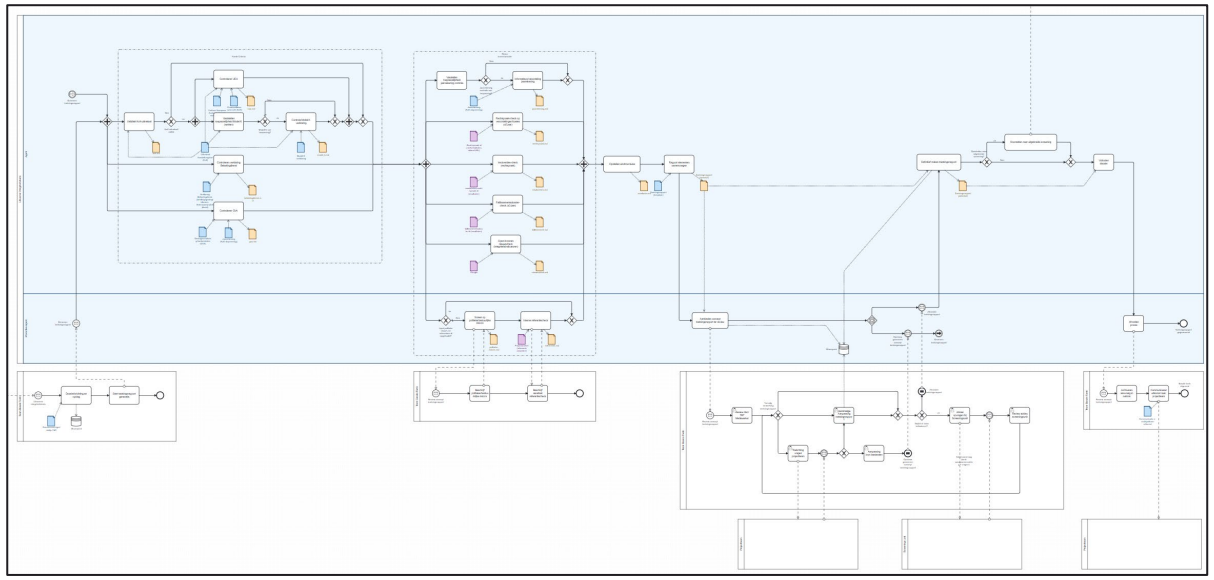
2 Resultaten basale toets van de onderneming

Uittreksel handelsregister (KvK)		
De KvK kan met het persoonlijke account van de basale toetser worden gekocht via de site (https://www.kvk.nl/)		
Is het ingediende uittreksel van het handelsregister nog geldig (niet ouder dan zes maanden)?	☐ja	☒nee
Opmerkingen: *Het uittreksel dateert van 9 april 2021 en is niet meer geldig volgens de 6 maanden geldigheidsregel.*		

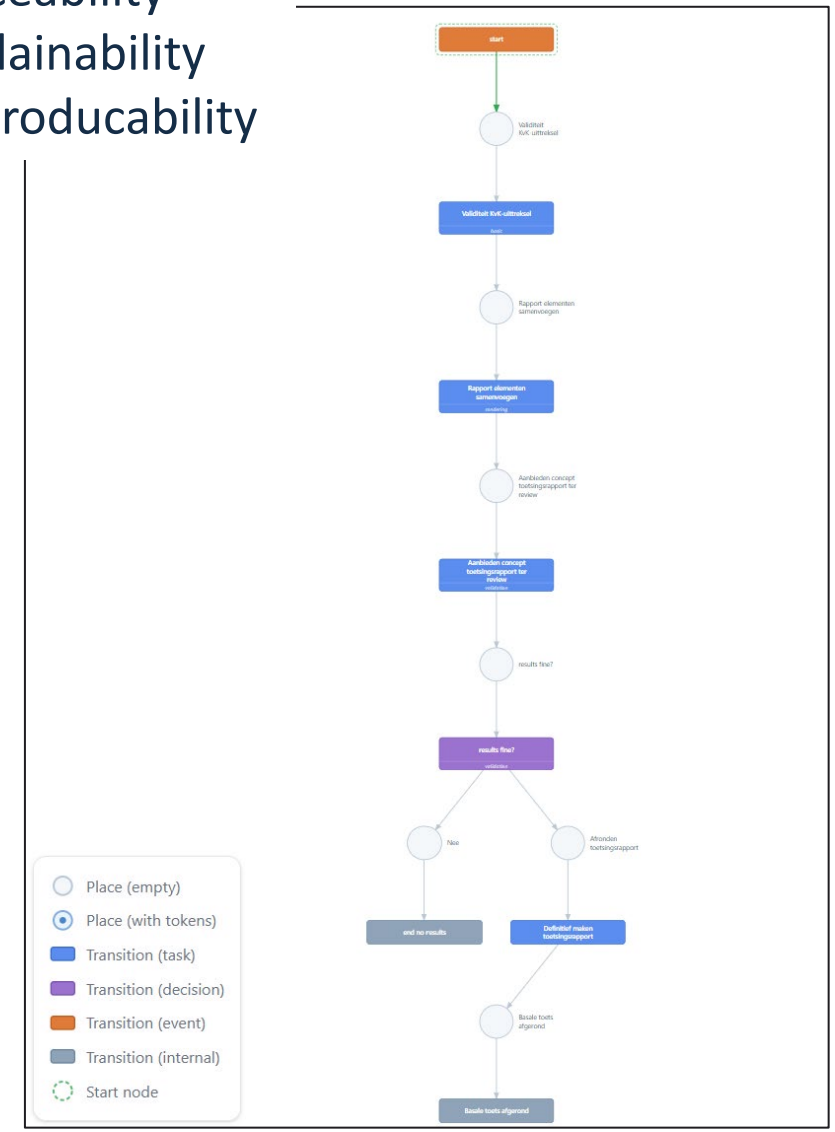
BPMN & Petri Net

2



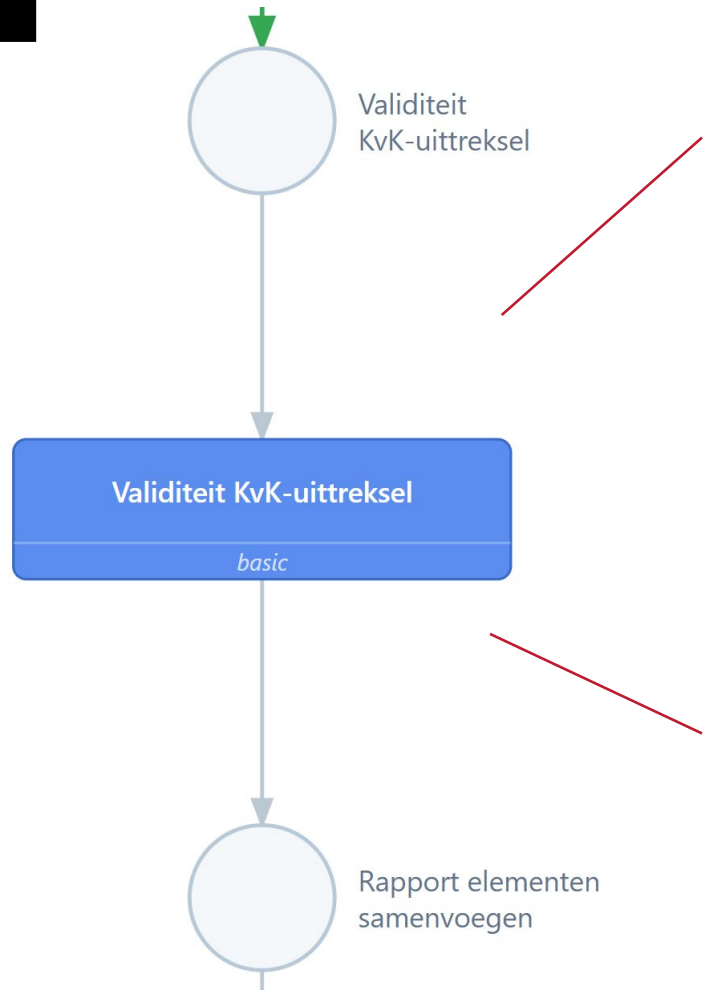


- Traceability
- Explainability
- Reproducability



Transitions, Tokens, Snapshots, Trace IDs, Interactions

3



Output and saving rules:

- Produce the final output strictly according to the provided schema.
- When saving a JSON file, always call save_file with content_type="json".
- The content argument must contain the complete final structured output, not just a subsection.
- The object saved to the file must be exactly identical to the final structured output.

Task:

Determine whether the KvK extract is still valid using a 6-month validity rule.

Use the MCP tool to analyze the KvK extract at:

/app/shared_data/[redacted]/KvK inschrijving/KvK[redacted].pdf

Requirements:

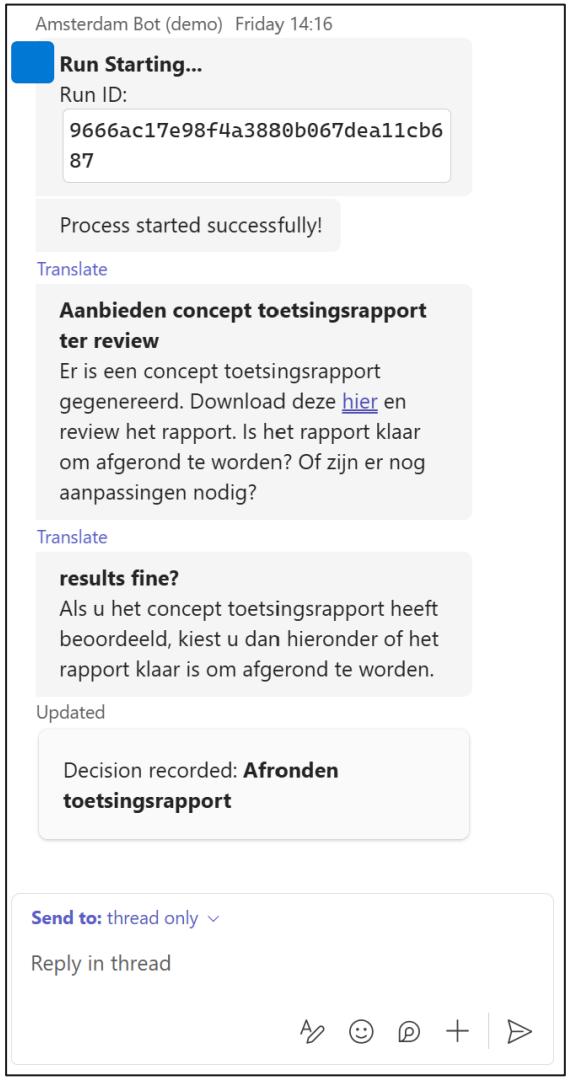
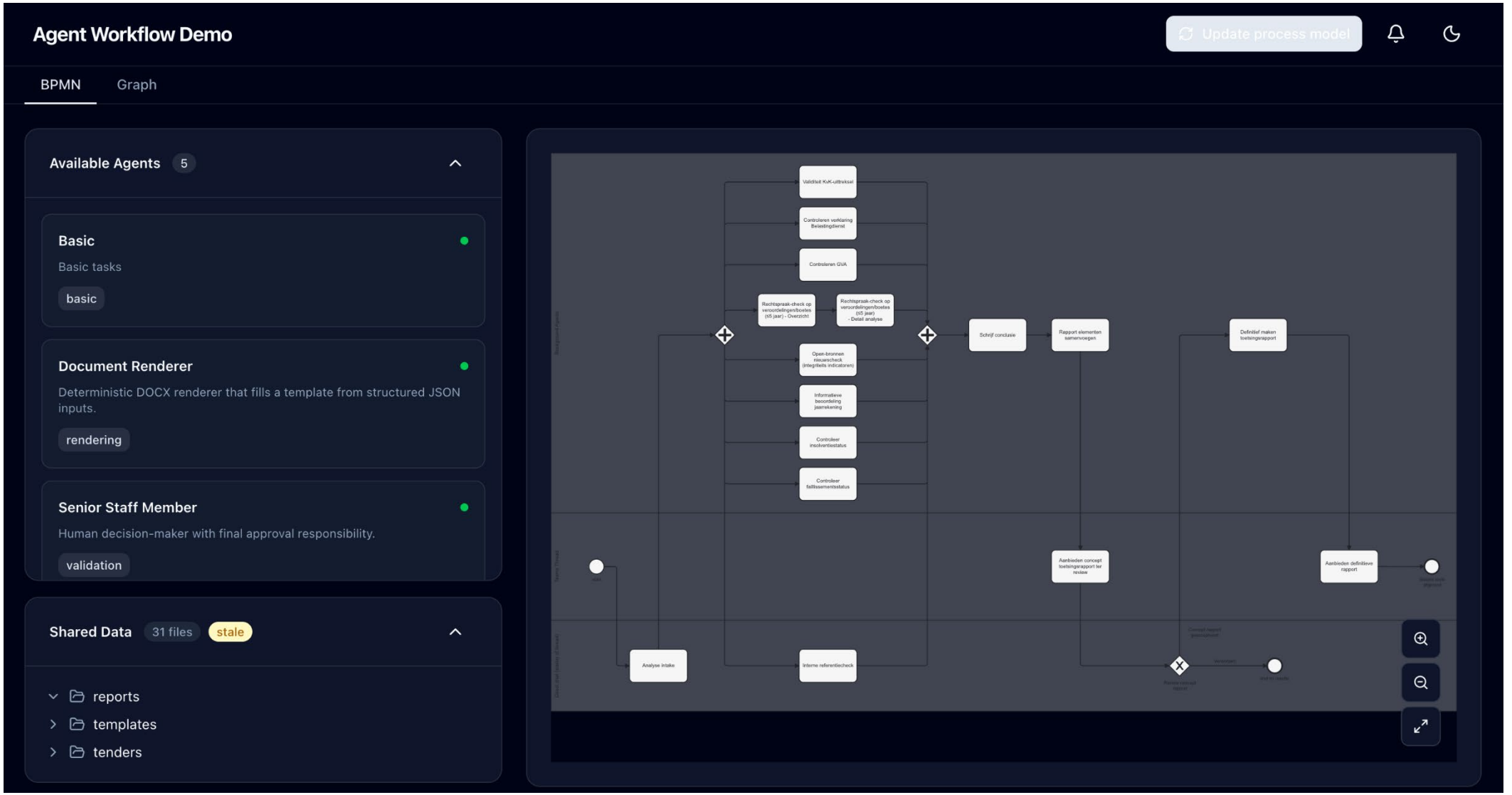
- The text must be written in Dutch.
- In comment mention the extract date.

After generating the final structured output, save it as JSON file using save_file with:

path: /app/shared_data/reports/sections/onderneming.kvk.json

content: the complete final structured object

content_type: "json"



City of Amsterdam Demo