Let’s Build Enterprise-Ready Data & AI Talent for Business Innovation and Growth: TOGETHER!

Industrializing AI adoption requires a clear shift: from fragmented pilots to repeatable execution, from individual brilliance to institutional capability. AI Adoption must be treated with how systematically, responsibly, and at scale it will be embedded into real-world business and societal systems.

Calibo AI Academy
Build AI-ready practitioners for enterprise innovation.

Calibo Digital Business Innovation Methodology (DBIM)
Turn ideas into scalable AI-driven outcomes.

Calibo AI Sandbox
Enable secure, enterprise-grade AI experimentation.

Andhra Pradesh Government + Calibo: Powering AI Innovation at Scale

Scan to know more about Calibo AI Academy

Raj Vattikuti
Founder & Chairman
Calibo

Visionary serial entrepreneur and technology leader, founder and Executive Chairman of Calibo Inc. and Vattikuti Foundation.

Built and scaled multiple technology ventures, including Altimetrik, Covansys, Synova, Vattikuti Technologies, Davinta Technologies, and Calibo Inc.

Early pioneer of outcome-oriented digital methodologies that align business strategy with engineering execution and data-driven outcomes.

Scan to engage on "Industrializing AI Adoption"

Scott Sandscafer
Chief Executive Officer,
Calibo

Former Global CIO of Novartis, leading one of the largest digital transformations in the pharmaceutical industry.

Former CIO at Chrysler and Fiat Chrysler Automobiles, driving technology-led efficiency and competitiveness.

Brings deep experience in enterprise technology, operating model transformation, and business-led digital adoption.

Scan to engage on "Responsible AI Adoption"

Calibo

Building Enterprise-Ready Data & AI Talent to Accelerate AI Adoption, Business Innovation, and Growth

An Integrated Talent Model Combining Industry-Anchored Curriculum, Digital Business Innovation Methodology (DBIM), and an Enterprise-Grade AI Sandbox

Why AI Spend Isn't Translating to Business Impact

AI Adoption by Business Remains Below 5%

While enterprises invest heavily in AI platforms and tools, only **a small fraction of this spend delivers sustained business outcomes** for growth and operational efficiency.

Lack of Secure and Governed Experimentation Environment for Business Teams to Build Assets

Complex, siloed production environments and limited trust in data and governance prevent experimentation. **Business teams need their own data-AI experimentation Sandbox** where teams can build bite-size use cases by applying agile engineering approach, and build reusable assets and intelligence with confidence.

Lack of Reusable Intelligence and Assets

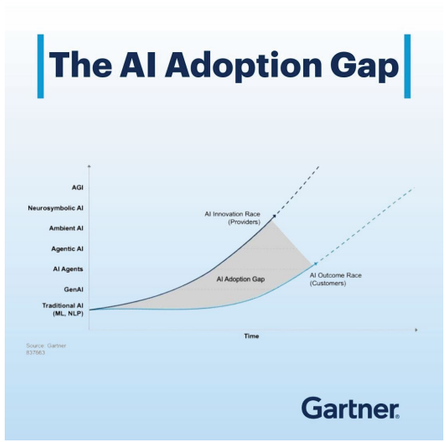
Most AI initiatives are built as one-off solutions, leading to **duplication, inconsistent quality, and limited reuse.** Without a mechanism to treat data, models, prompts, and agents as governed business assets, organizations fail to compound value over time—keeping AI spend fragmented and impact isolated over time.

Absence of a Step-by-Step Methodology for AI Innovation

Enterprises struggle to orchestrate real-world AI use cases—from problem framing to execution and adoption—often relying on **big-bang approaches that increase complexity, hinder scale, and result in fragmented pilots with slow value realization.**

Scarcity of Business-Embedded, AI-Practitioner Talent

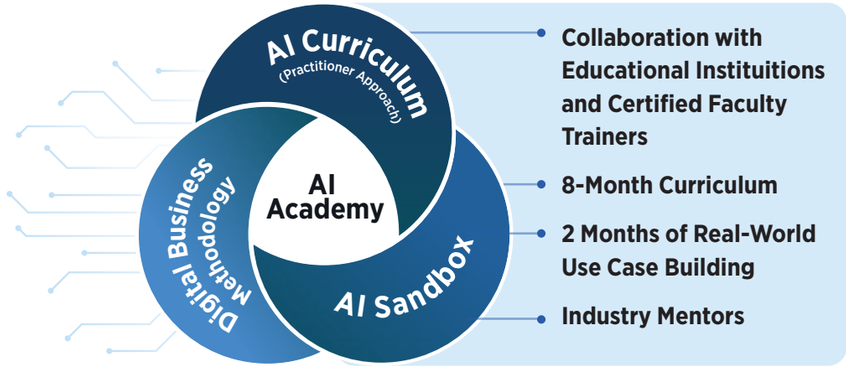
Most organizations **lack practitioners who can bridge business context, data, and engineering**—leaving AI initiatives owned by technical teams rather than business functions.



Calibo

AI Academy: Building Enterprise-Ready AI Talent at Scale to Drive Business Innovation and Growth

With over 5 years of enterprise business innovation experience across various industry types and geographies, Calibo has strategically designed the AI Adoption Model.



Industry-Anchored AI Curriculum

Learn through real enterprise use cases—not theory.

Digital Business Innovation Methodology (DBIM)

Turn ideas into bite-sized, outcome-driven AI solutions.

Enterprise-Grade AI Sandbox

A secure, governed AI Sandbox—separate from complex production environments—to experiment, build, and scale AI solutions securely and responsibly.

- **AI adoption by business remains below 5%,** resulting in sub-optimal business outcomes.
- **Scarcity of AI-ready business-embedded talent** capable of driving innovation and outcomes.
- **Business teams need their own AI experimentation Sandbox** which offers strong security, governance and trust.
- **Enterprises need a holistic methodology to break complex business problems into bite-sized use cases** using agile engineering to create reusable, business assets.

Industry needs business-embedded AI talent:

- Who can leverage **Data + AI** to deliver use cases to drive incremental outcome at speed, scale, and consistency.
- Who can help enterprises **adopt AI agents** to deliver business value

AI Adoption by Business Is Now a Leadership Priority

AI adoption has moved beyond a technology discussion—it is now a board-level strategic discussion to drive business innovation and growth. Four structural shifts are driving this change:

AI Agents and Rising Autonomy of AI

Agentic AI is moving from decision support to execution, unlocking productivity and operational efficiencies while increasing risk if framing, oversight, and performance metrics are misaligned.

AI-Led Innovation Velocity as Competitive Advantage

In AI-first industries, advantage comes not from access to AI, but from the ability to continuously convert ideas into market-ready innovations.

Responsible AI at Enterprise Scale

Regulators, customers, and enterprise stakeholders demand transparency, explainability, security, and auditability—requiring practitioners who can embed responsibility into innovation.

Shift in Ownership: From Technology Delivery to Business Outcomes

Business teams are now directly accountable for the outcomes of AI investments, not just the deployment of technology.

AI can no longer be treated as a technology initiative delegated to isolated teams. It must be owned, governed, and operationalized by the business—with leadership accountability for both value creation and responsible execution.

The following AI-powered innovation use cases are fundamental and integral to driving business growth and operational efficiencies:

- **Business Use-Case for Growth & Operational Efficiency**
- **Agentic AI & Intelligent Workflow Automation**
- **Minimum Viable Data & AI-Ready Asset Creation**
- **Application & Data Modernization**
- **Machine Learning & Advanced Intelligence**
- **AI-Driven UI/UX Modernization**

Business-Led AI Execution

AI delivers impact only when led by business priorities—not isolated technology initiatives. Business-led AI accelerates decisions, alignment, and accountability.

What Leaders Are Seeing

- 75% of organizations report improved agility and responsiveness when AI initiatives are owned by business teams.
- 60% achieve scalable AI solutions only when execution is aligned to operating models, not pilots.

Agentic AI Is Reshaping Enterprise Operations

As agentic AI moves from decision support to execution, enterprises must rethink how workflows, systems, and partners are coordinated.

Measured Impact

- 30% reduction in manual handoffs through intelligent automation.
- 50% improvement in operational efficiency with AI-driven interfaces and orchestration.

The Emerging Industry Requirement: AI Practitioners Embedded in Business

The emerging industry requirement is a new talent archetype—AI practitioners embedded within business functions. These practitioners are not centralized experts or external support roles. They operate inside value streams, participating directly in how products are built, services are delivered, and decisions are executed.

Their distinctive contribution lies in their ability to translate business ambition into execution through four core capabilities:

From Business Intent to AI Execution

Translate business goals and challenges into clear, executable AI and data use cases aligned to real outcomes.

Cross-Functional Orchestration

Work fluently across business, product, data, and engineering teams, removing silos and accelerating execution.

Applied AI in Real Operations

Regulators, customers, and enterprise stakeholders demand transparency, explainability, security, and auditability—requiring practitioners who can embed responsibility into innovation.

Bite-Sized, Outcome-Oriented Delivery

Deliver value through bite-sized, outcome-oriented execution, not large, monolithic programs

Together, these capabilities define a practitioner who is fluent across disciplines. Business-embedded AI practitioners combine business understanding with practical knowledge of data pipelines, AI models, and emerging agentic systems—using AI not as an experiment, but as a reusable governed business asset.

As per WEF 2025, a net 78 million AI jobs will be added by 2030.

More than 70% of GCCs are investing in AI practitioner talent to drive business innovation.

AI Practitioners: The Missing Link

To bridge the gap between AI potential and real business impact, enterprises need business-embedded AI practitioners—professionals who operate inside value streams, not outside them.

Embedded at the Intersection of Business, Data, AI, and Agentic Systems

Connecting business intent directly to intelligent execution

Bite-Sized Innovation, from Idea to Outcome

Applying an agile engineering approach to reduce risk and build confidence

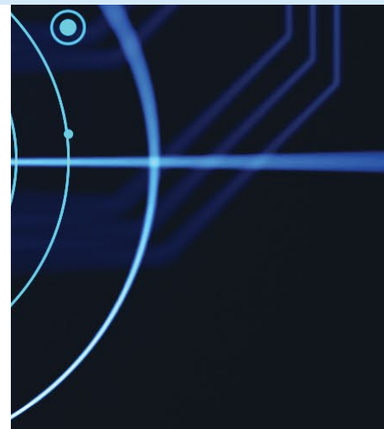
Value Streams over Features

Focusing on end-to-end business outcomes rather than isolated deliverables

Incremental Execution with Compounding Value

Delivering measurable business impact in every iteration

These AI practitioners are proficient in translating business challenges into clear business outcomes. For example, "Interns trained on Calibo's Digital Business Innovation Methodology (DBIM) **recently built a complete MSME lending analytics solution for the Government of Andhra Pradesh in just three weeks** using the Calibo AI Sandbox, demonstrating both practitioner capability and speed of execution, which otherwise takes at least 12 weeks in traditional methods.



Andhra Pradesh Government and Calibo: Partnering in AI Talent Development to Drive Enterprise Innovation and Growth

The Government of Andhra Pradesh has articulated a forward-looking vision to position the state as a hub for AI-enabled innovation, enterprise growth, and employability. Recognizing that sustainable AI adoption depends on both talent and operating models, the government has taken the lead in establishing AI talent engines and business innovation hubs to fuel the next phase of digital and AI-driven growth.

The Calibo AI Academy model is closely aligned with this vision. Together, the Andhra Pradesh Government and Calibo are building a scalable system to develop business-embedded AI practitioners.

The initiative aims to strengthen Andhra Pradesh's position as a global hub for AI-enabled innovation and workforce development.

Through the Calibo AI Academy, students are innovating at the Ratan Tata Innovation Hub (RTIH), Amaravati, Andhra Pradesh—building real-world AI use cases for the Government of Andhra Pradesh. Guided by Calibo's expert mentors and enabled by DBIM and the Calibo AI Sandbox, learners translate public-sector challenges into enterprise-grade, AI-driven solutions.

Calibo + Andhra Pradesh Government + RTIH Ratan Tata Innovation Hub

AI Talent at Scale

1 Million+
AI Practitioners

150,000
AI Practitioners Every Year

Academic Ecosystem

200+
Educational Institutions

500+
Certified AI Faculty

Industry Collaboration

100+
Industry Mentors

500+
GCC and Startup Partnerships

*Planned Scale and Ecosystem Reach

As Head of Academics, I review many AI programs. What makes Calibo AI Academy unique is its strong focus on real-world application in a systematic way using AI Sandbox and Methodology to deliver business impact. This approach prepares students to think and work like AI entrepreneurs & practitioners. I strongly recommend this program to students who want to stay ahead.

Ravikanth Mishra

(Asst Professor, Computer Science, DIET)

Calibo AI Academy is unique in how it combines real-world problem-solving using data and AI with the Digital Business Innovation Methodology. The bite-sized, agile engineering approach, supported by a secure AI Sandbox, helped me think beyond theory. Through hands-on projects and real business use cases from the very beginning, I now feel confident designing and building AI solutions that create measurable business impact.

Ruchita Setti

(KL University, 3rd-year CSE student)

Industry-led, hands-on learning at Calibo AI Academy is very different from traditional curriculum. The AI Sandbox allowed me to experiment, make mistakes, learn fast, and improve step by step. I now feel confident working on enterprise-level AI use cases.

Hima Sri Yalamanchili

(DIET, 3rd-year CSE)

Being part of Calibo AI Academy has been a truly transformative experience. Learning through real business use cases, guided by Digital Business Innovation Methodology and enabled by the AI Sandbox, helped me understand how enterprises actually work. Interacting with industry professionals gave me clarity on what companies expect from AI talent and how AI can be applied to solve real-world business problems.

Pramod Abhiram

(DIET, 3rd-year CSE student)

Calibo's Industry-Anchored AI Curriculum

To industrialize AI adoption, Calibo brings together talent development, disciplined innovation, and governed execution into a single, integrated model—designed to move organizations from experimentation to enterprise-scale impact.

Together, these components create a repeatable pathway for converting ideas into governed, production-ready business assets. Innovation shifts from isolated efforts to an institutional capability, enabling sustained outcomes with confidence.

Key Characteristics

Real Use-Case–Centric Learning, Co-Developed with Industry Experts

Learning is anchored in real problems sourced from enterprises and the public sector. Participants work through authentic business scenarios, mirroring real workflows across data, AI, and product execution.

Practitioner-Led Sessions and Industry Masterclasses

Industry practitioners lead weekly sessions focused on cross-functional problem solving, value realization, and the journey from prototype to production—building professional judgment alongside technical skill.

Modular, Evolving Curriculum Aligned to Employer Needs

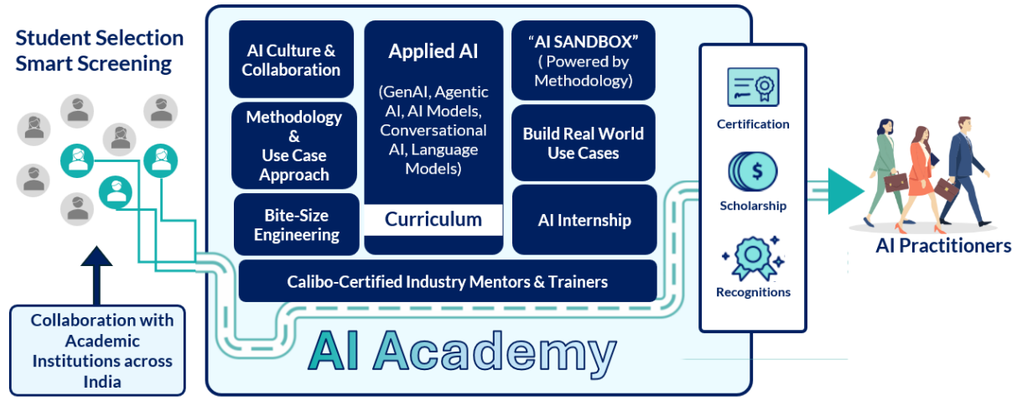
Instead of rigid syllabi, the curriculum is structured around capability tracks such as digital business innovation, data foundations, applied AI and GenAI, conversational and agentic systems, product thinking, and agile delivery—updated continuously to stay industry-relevant.

Assessment and Governance Using Industry Rubrics

Student outputs—prototypes, sprints, demos, and solution briefs—are evaluated using enterprise-grade rubrics, ensuring alignment with real hiring and performance expectations.

AI Academy: Transforming Smart Students into AI Practitioners

08 Months| 15 Hours Per Week | 02 Months Real Use Case Building | Industry Mentors | Demo Day | PPO



Calibo's AI Curriculum: Key Highlights

- **Practitioner-First Design**
  Builds business-embedded AI practitioners, not tool specialists.
- **Industry-Anchored Program**
  Learning driven by real enterprise and public-sector use cases.
- **Structured for Outcomes**
  An 8-month program combining learning, execution, and assessment.
- **Powered by DBIM and AI Sandbox**
  Guided by a disciplined methodology and enabled by a governed, non-production AI Sandbox.
- **Enterprise- and GCC-Aligned**
  Skills mapped to modern enterprise, GCC, and startup hiring needs.
- **Built to Scale with Governance**
  Standardized delivery, faculty enablement, and outcome-based quality controls.

Digital Business Innovation Methodology (DBIM)

Enterprises today operate in highly complex, siloed environments. As scale and complexity increase, the traditional big-bang approach to business innovation fails due to fragmented data, disconnected systems, and manual workflows. This leads to loss of productivity and operational efficiency.

Built on a decade of enterprise innovation experience, five-plus years of AI and data–driven research, and over 800 solved business use cases, Calibo's DBIM addresses these challenges and enables continuous business innovation and growth.

Through DBIM, practitioners are empowered to:

Frame and simplify business problems grounded in real operational contexts

Map value streams and define measurable outcomes aligned to business priorities

Break complex solutions into bite-sized execution units rather than monolithic initiatives

Apply data, AI, and emerging agentic capabilities while working effectively with business stakeholders, product owners, and engineering teams

Execute iteratively using engineering and agile principles, enabling early value realization

Design AI, data, and workflow assets for reuse across teams and use cases-reducing duplication and accelerating scale

By enforcing discipline in problem framing and execution, DBIM ensures AI initiatives remain outcome-driven, governable, and scalable—forming the backbone of repeatable digital business innovation.

Traditional Innovation VS Calibo DBIM

Evaulation Criteria	Traditional Innovation Methodology	Calibo's Digital Business Innovation Methodology
Business Delivery Approach	Linear, big-bang execution	✓ Bite-sized, agile, outcome-oriented execution
Return on Investment (ROI)	Delayed and uncertain ROI	✓ Faster, tangible, incremental ROI
Response to Business Dynamics	Slow and costly adaptation	✓ Easier and controlled adaptation
Asset Creation	Limited asset reuse	✓ Reusable, enterprise-grade assets
Customer Satisfaction	Lower and inconsistent value delivery	✓ Higher through continuous value delivery
Use-case Inventory	Ad hoc or undocumented use cases	✓ Prioritized use-case portfolio by business impact
Business Centricity	Technology-led, business engaged later	✓ Business-first, value defined upfront

Calibo's Digital Business Innovation Methodology (DBIM)

- **Business-centric problem framing** and value stream mapping
- Complex business **problems broken into bite-sized use cases**
- **Agile engineering approach** to deliver incremental outcomes
- **Disciplined end-to-end innovation methodology** which breaks organizational silos, automates workflows, leverages minimum viable data, and applies data, AI, and agentic capabilities **to create reusable assets and enterprise intelligence.**

AI Sandbox: An Enterprise-Grade Innovation Environment

The Calibo AI Sandbox provides a hands-on, enterprise-grade environment for business-facing AI experimentation—separate from complex production systems, yet aligned to enterprise standards.

For learners and practitioners, the AI Sandbox functions as a ready-to-use digital development platform. Instead of theoretical assignments, participants work hands-on with:

- **Real-World Business Use Cases**
- **AI and Machine Learning Models**
- **Large Language Models, Conversational AI, and Agentic Systems**
- **End-to-End Data Workflows**
- **API- and MCP-Driven Microservices**
- **Governed Experimentation and Reusable Assets**

Area	What Enterprises Look for in Calibo AI Sandbox	Calibo Position
Deployment Model	Can this run fully inside our environment?	**Yes.** Fully customer-installed (standalone) deployment supported.
Security Validation	Has this been independently tested?	**Yes.** Independent third-party security assessments completed across infrastructure and application layers
Risk Outcome	Are security, operational, and compliance risks adequately addressed?	**Yes.** No material security, operational, or compliance risks identified.
Access & Control	Do we retain full control?	**Yes.** Customer-managed IAM, keys, and networks; no standing vendor access.
Regulatory Alignment	Can this support GLBA / NYDFS?	**Yes.** Controls assessed using CIS RAM v2.1, supporting GLBA and NYDFS expectations.
Observability & Audit	Can we monitor and audit activity?	**Yes.** Built-in logging, SIEM integration, and executive dashboards.
Resilience	How does it behave under failure?	Enterprise-ready HA patterns, backup/restore, customer-defined RTO/RPO.
Cost Governance	Are costs predictable?	**Yes.** Intelligent workload scaling and cost visibility; ~40% reduction in monitoring overhead observed.
Onboarding Speed	How quickly can we deploy?	Efficient. Same-day deployment achievable once prerequisites are met.

Governance is embedded from the outset. Security, compliance, traceability, and accountability are enforced from the first prototype—allowing teams to innovate rapidly without compromising trust or control.

Traditional Sandbox VS Calibo AI Sanbox

Evaluation Criteria	Traditional Sandbox	Calibo's AI Sandbox
User Persona	Technology teams only	✓ Business teams, AI practitioners, product and engineering teams
Deployment Model	External or shared environments	✓ Deployed within customer environment or private cloud
Asset Creation	Limited and non-reusable assets	✓ Reusable, enterprise-grade business assets
Security & Governance	Limited or ad hoc controls	✓ Built-in, enterprise-grade governance
Capabilities	Partial semantic and AI support	✓ Semantic layer augmenting data, AI, and agentic capabilities
Experimentation to Production Cycle	Disconnected and complex handoff	✓ Seamless, integrated transition to production

Calibo AI Sandbox: For Rapid, Secure, Disciplined Innovation

- **Isolated from complex production environments,** purpose-built for business experimentation and creation of reusable business assets.
- **Deployed in customer environments, which builds trust with embedded governance,** security, and compliance from day one.
- **Integrated AI models, tech stack, reference industry templates** for rapid prototyping.
- Designed **to create reusable assets,** not technical debt.
- **Semantic layer supported by agentic AI,** data and machine learning models creates enterprise intelligence.
- Enforces methodology to drive **disciplined business innovation approach.**