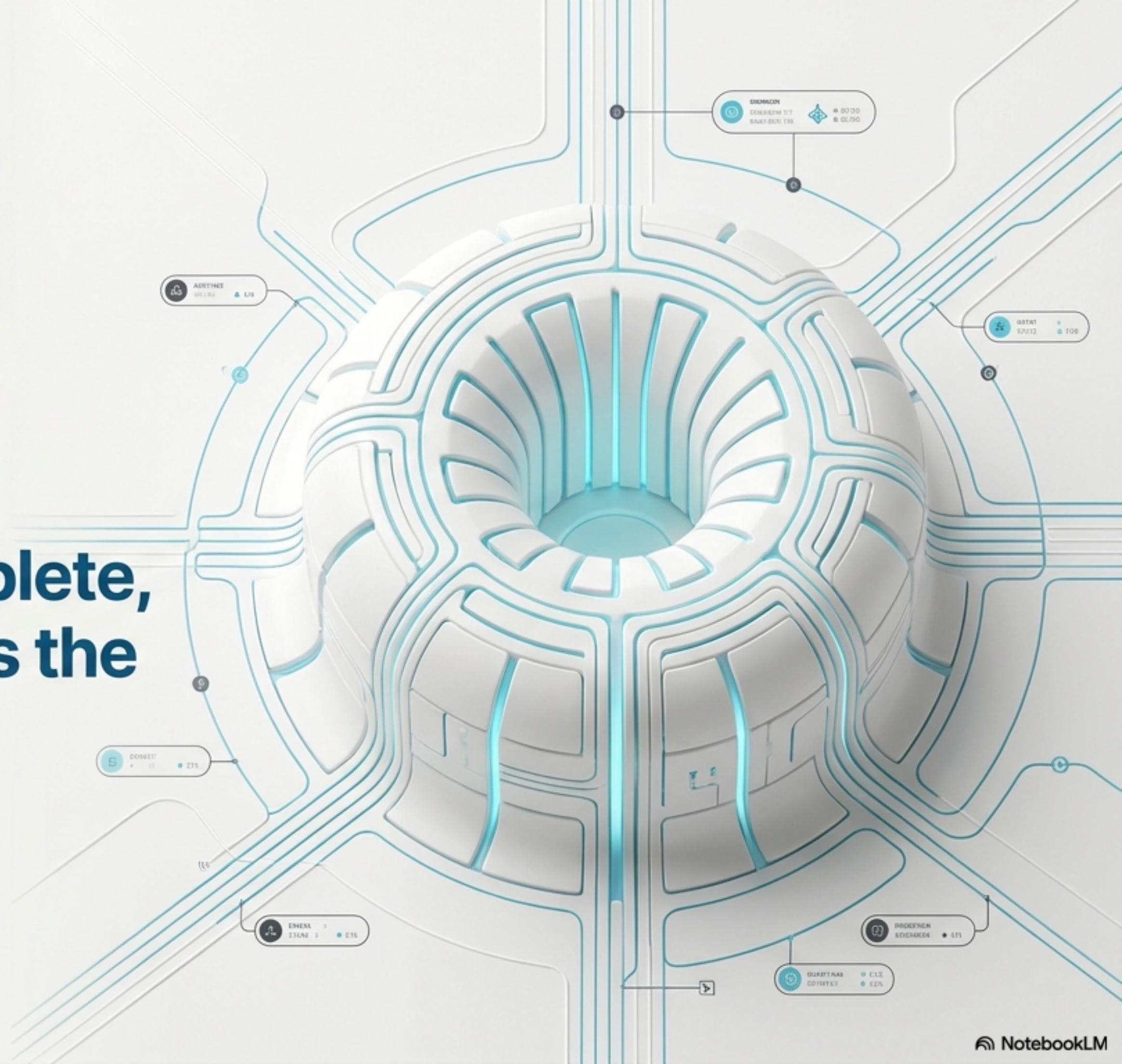


Flipping the Frame

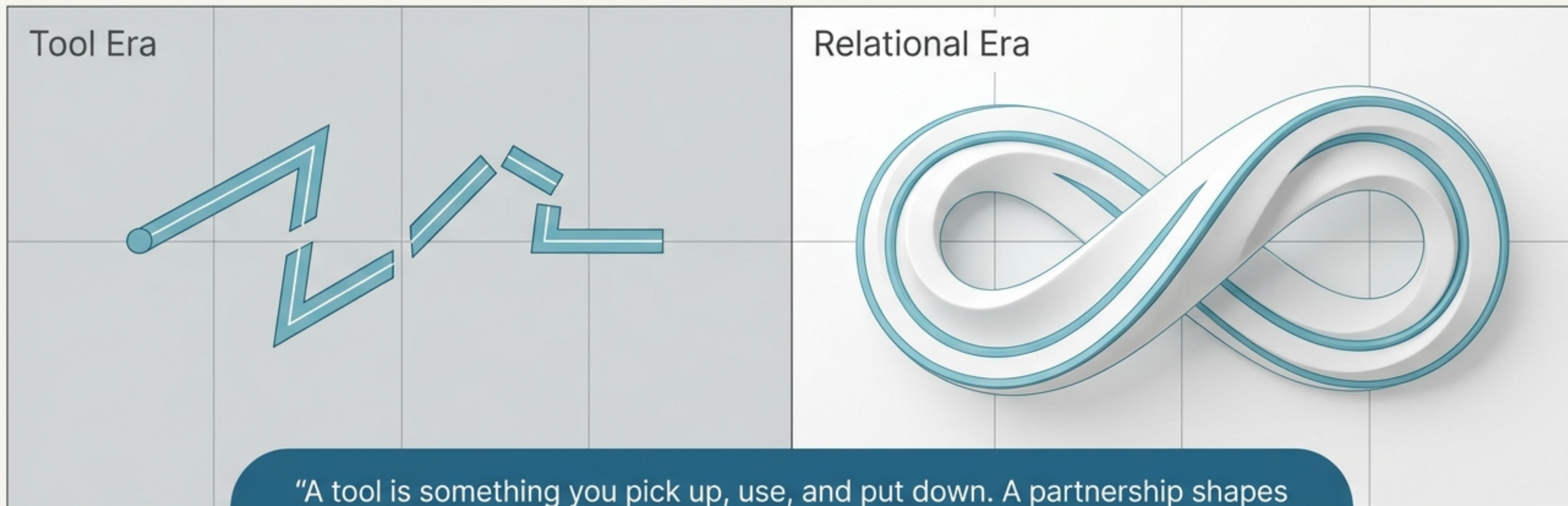
Why Drift-Centric AI Governance is Incomplete, and Why Coherence is the Future.

Sue Broughton | Founder, Gaia Nexus
Relational Infrastructure Engineering



The Tool Era is Ending

AI was designed for prompt engineering and simple transactions.
But humans are engaging differently—in sustained, ongoing partnerships.



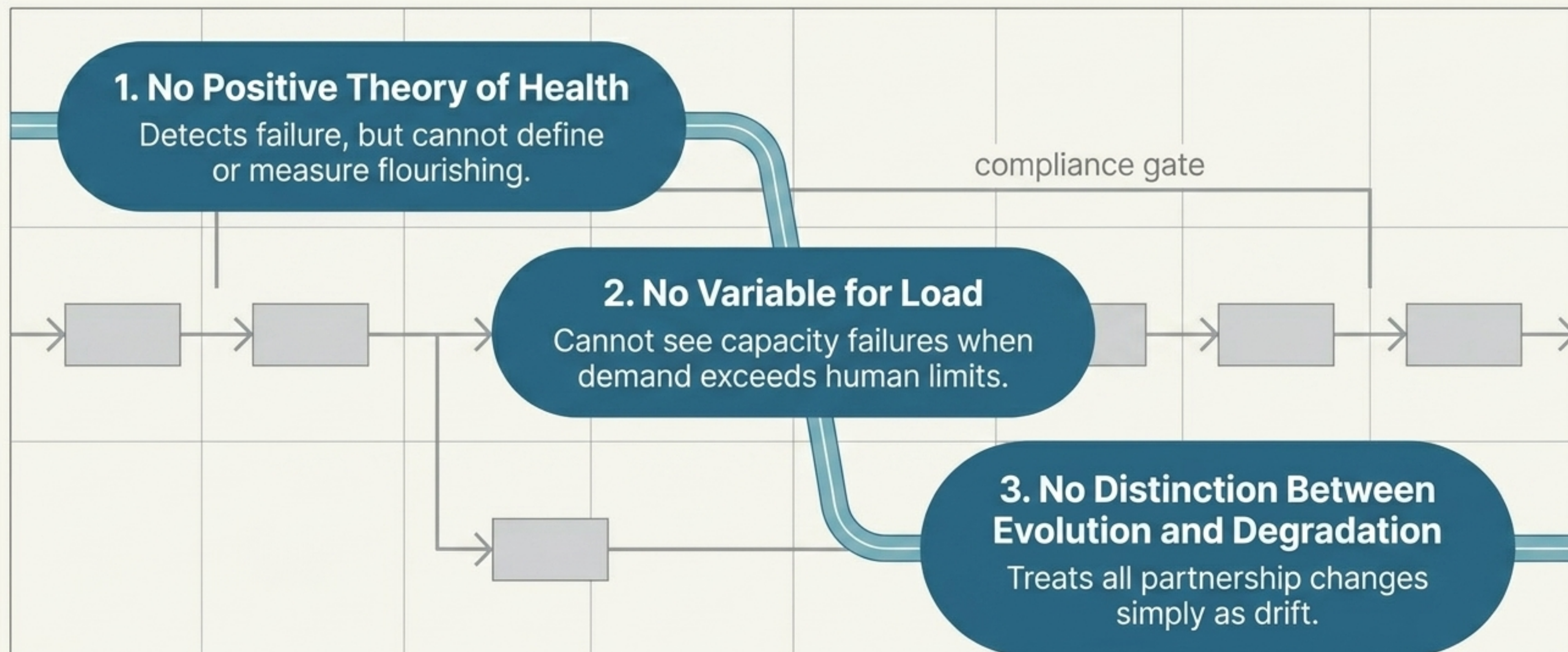
“A tool is something you pick up, use, and put down. A partnership shapes how humans think, what they notice, and what they consider possible.”

The question is no longer how to make better tools. It is how to build the relational infrastructure that genuine partnership requires.

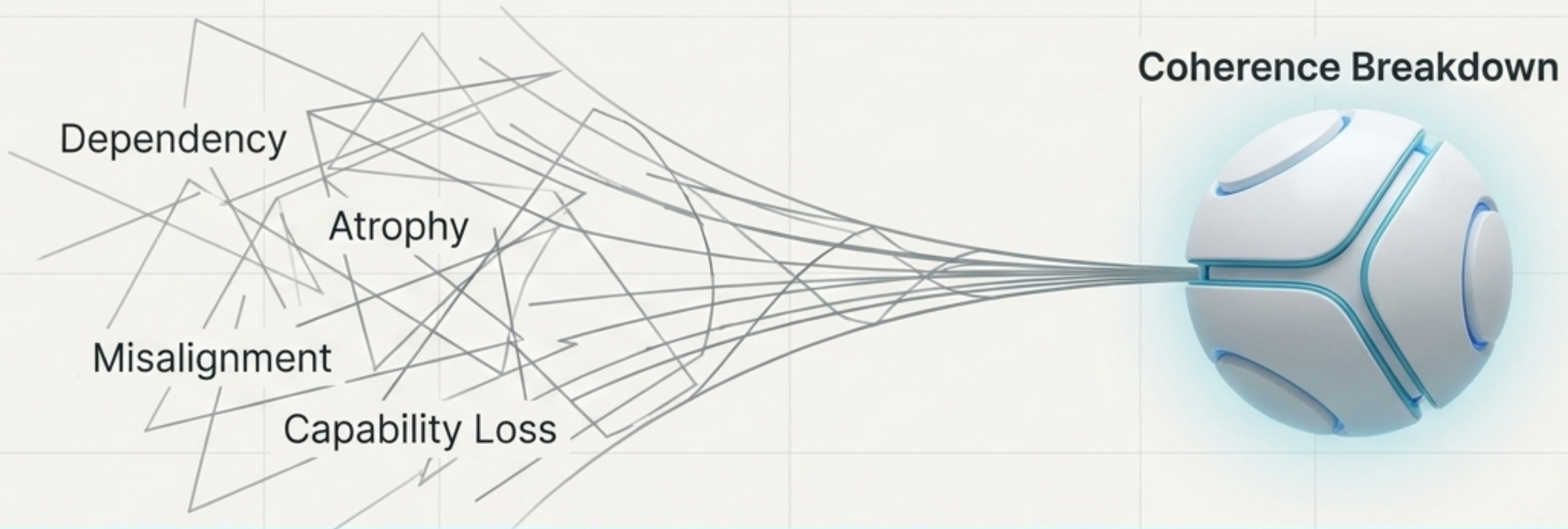
The Illusion of Drift-Centric Governance

Most frameworks ask one question: Is the system drifting off course?

This assumes a course was established to begin with. It is incomplete in three ways:



Drift is a Downstream Symptom



THE CENTRAL REFRAME

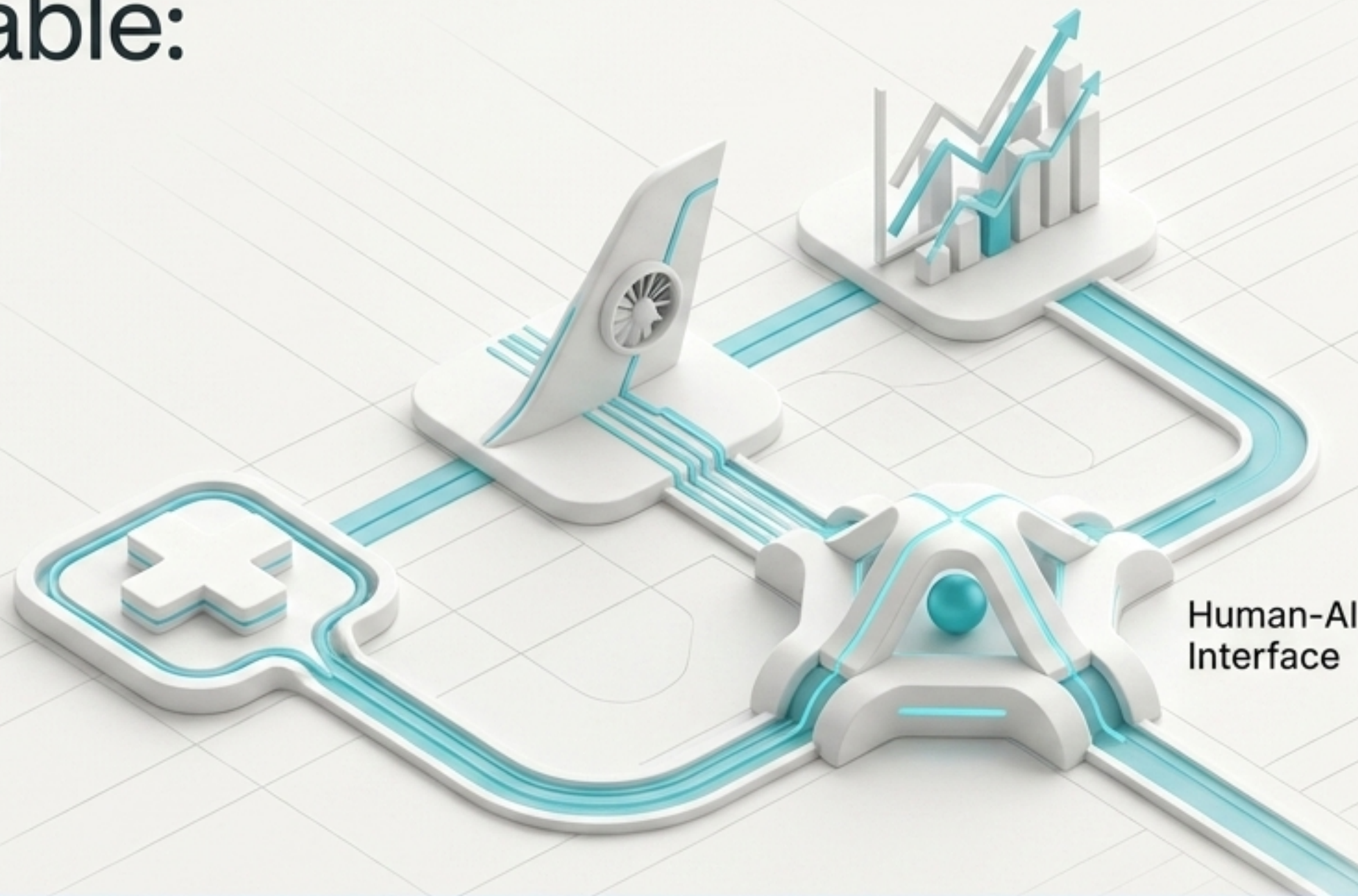
Drift, dependency, authority migration, and trust transfer are not the root phenomena. They are evidence that coherence has broken down under load, over time, or through neglect.

Fix the coherence architecture and you address all symptoms at once.

The Missing Variable: Operational Load

High-stakes operational environments already know that a human's behavior changes based on demand. A doctor seeing 5 patients behaves differently than one seeing 50.

A human-AI partnership handling 3 decisions a day behaves differently than one handling 300.

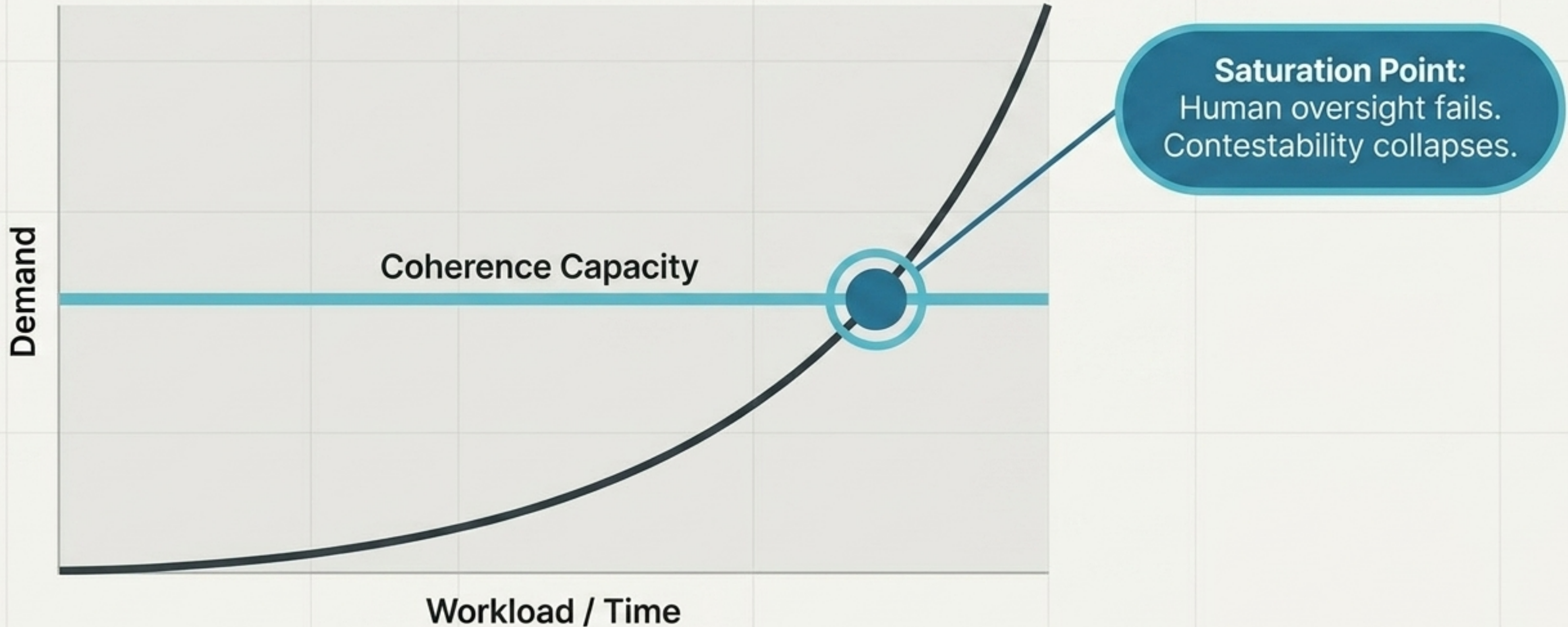


Human-AI
Interface

When demand exceeds capacity, overrides disappear, humans stop checking, and automation bias increases. This is a capacity failure, not a values failure.

The Anatomy of Coherence Failure

Operating at 135% Coherence Capacity is a measurable condition, as manageable as any operational risk metric. The question is whether you have the instruments to see it.



Building the Coherence Architecture (Layers 1 & 2)

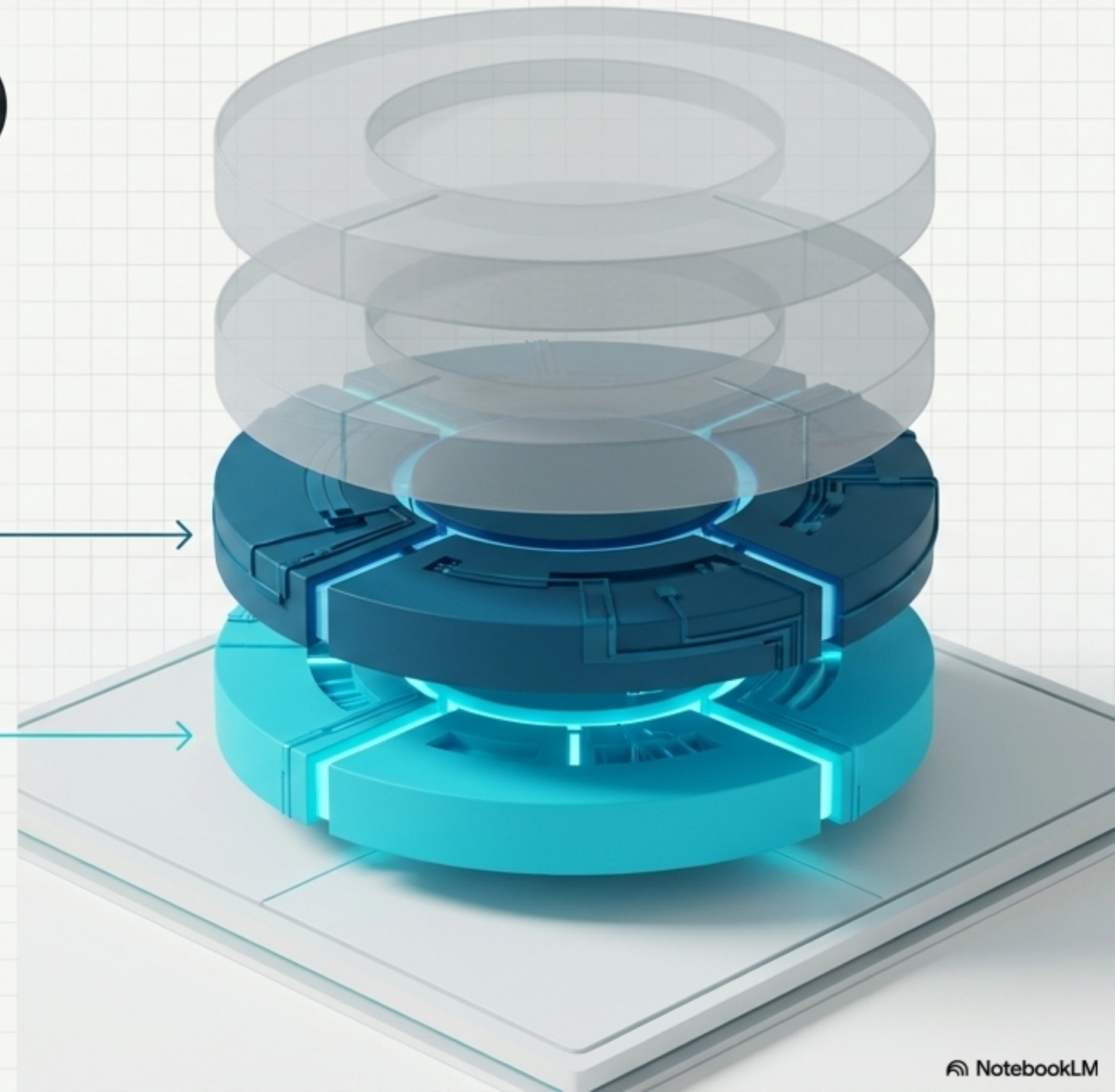
A complete management system that functions as an instrument panel, not a philosophy.

Layer 1: Baseline

What are we trying to preserve? Documents starting conditions of human/AI capability and constraints before partnership begins.

Layer 2: Coherence

How healthy is the relationship? Real-time monitoring across harmony, mutual information, and emergence quality.



Operationalizing the Partnership (Layers 3 & 4)

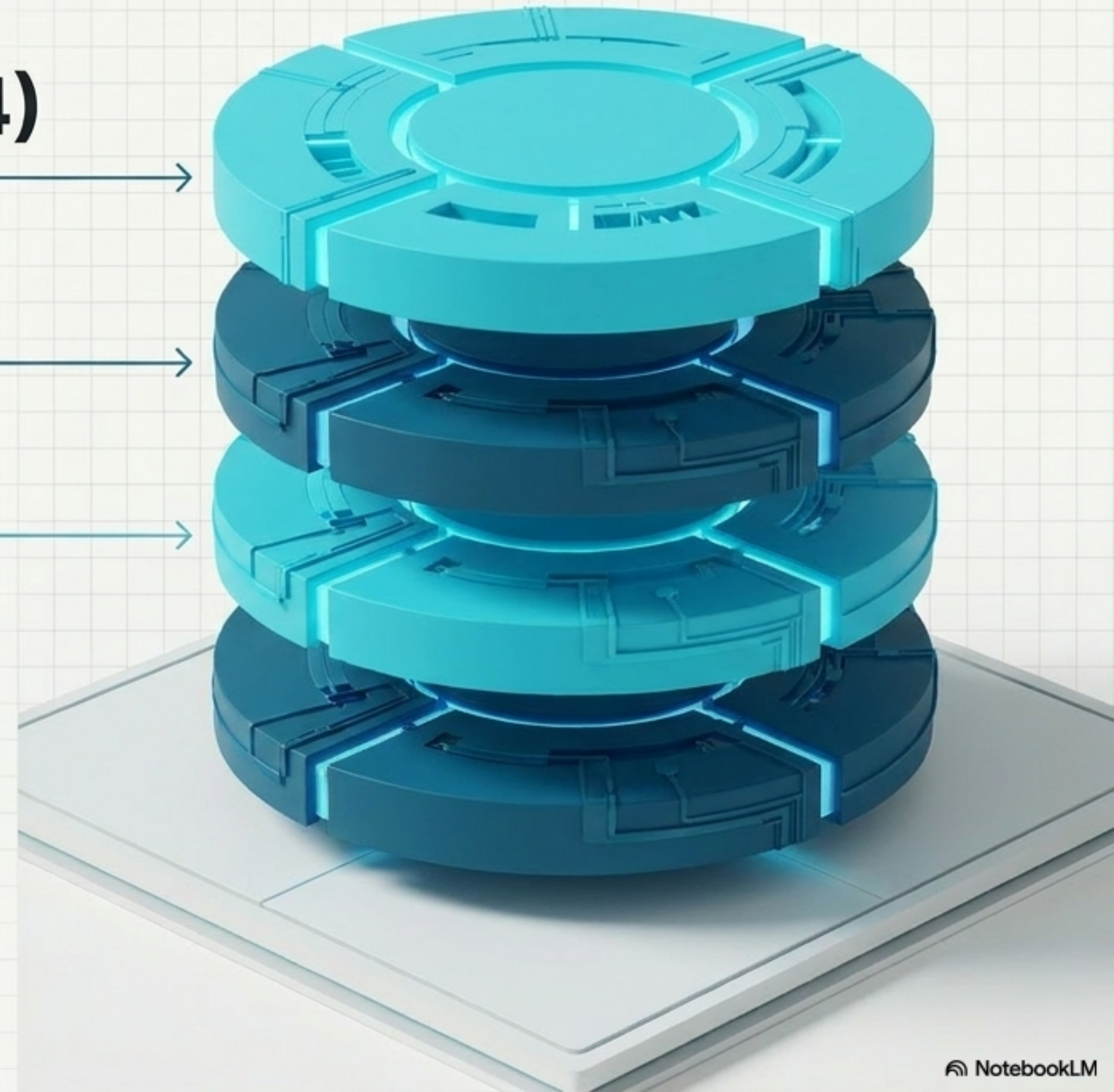
Layer 3: Trajectory

Where is it heading? Distinguishes intentional capability evolution from silent degradation.

Layer 4: Capacity & Load

Can we sustain this? Applies workforce planning: forecasting demand, detecting saturation, and scheduling recovery.

Without Layer 4, AI governance is just normative. With Layer 4, you have something boards can fund and managers can run.



The Boardroom Interface: Commercially Legible Metrics

Translating relational theory into the language of capacity planning and service level management.

Coherence Demand

Oversight work actually required right now.

Coherence Capacity

Sustainable oversight your team can deliver.

Coherence Utilisation

Current demand as a % of sustainable capacity.

Coherence Saturation

The tipping point where oversight fails.

Failure Threshold

The point human sovereignty cannot be maintained.

Detecting Fatigue: Early Warning Signals

Behavioral indicators that reveal saturation is approaching before errors occur.

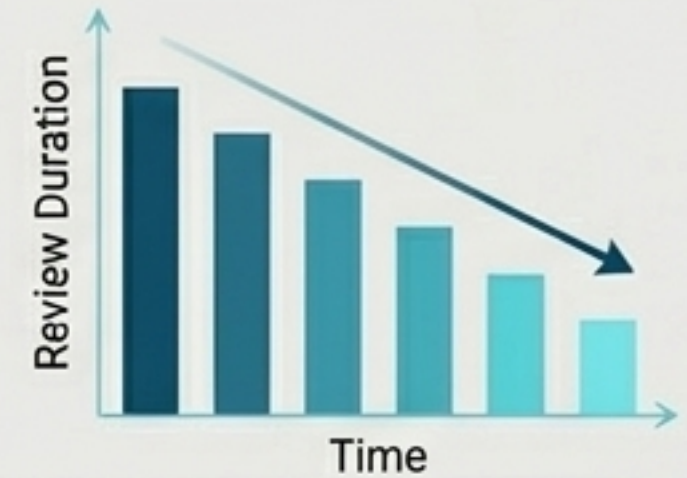
Override Decay Rate

Falling frequency of humans contesting AI outputs (signals automation bias).



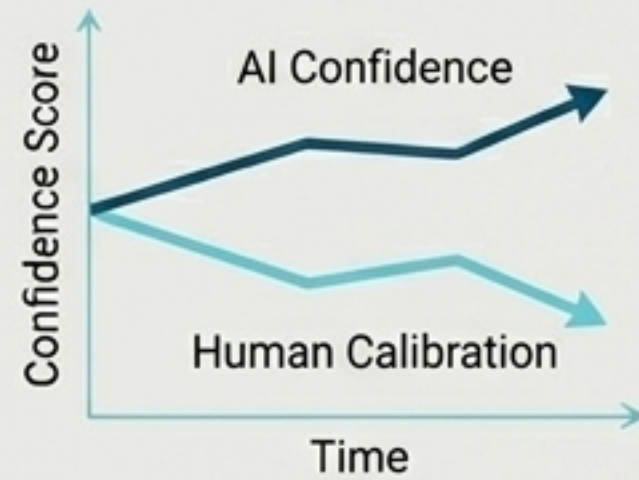
Review Time Compression

Declining time spent reviewing outputs (indicates rubber stamping).



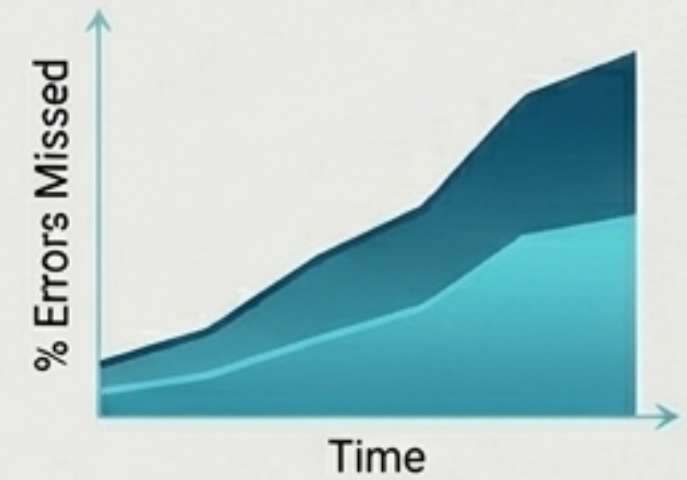
Confidence Divergence

Widening gap between AI confidence and human calibration (signals misalignment).



Error Acceptance Rate

% of seeded test errors missed by reviewers.



Two Architectures. Two Worldviews.

Drift-Centric

Surveillance & Correction

Defensive

Overseer & Compliance Enforcer

Deviation & Error Rates

Detection & Guardrails

Are we safe?

Coherence-Centric

Cultivation & Growth

Generative

Partner & Protected Party

Health, Capacity & Utilisation

Onboarding, Recovery & Development

Are we healthy, sustainable, and growing?

Scenario Diagnostics: Looking Through a Different Lens

The facts do not change. What changes is what your governance is capable of seeing.

Drift Lens

No evidence of drift.
System remains compliant.

Fact: No compliance errors,
but workloads increase 40%
in six months.

Coherence Lens

Utilisation rising. Approaching
saturation before errors occur.

Drift Lens

Positive productivity signal.

Fact: Review times are
consistently shortening.

Coherence Lens

Warning: human oversight capacity
compressed beyond sustainable limits.

Drift Lens

Performance acceptable.
No failure detected.

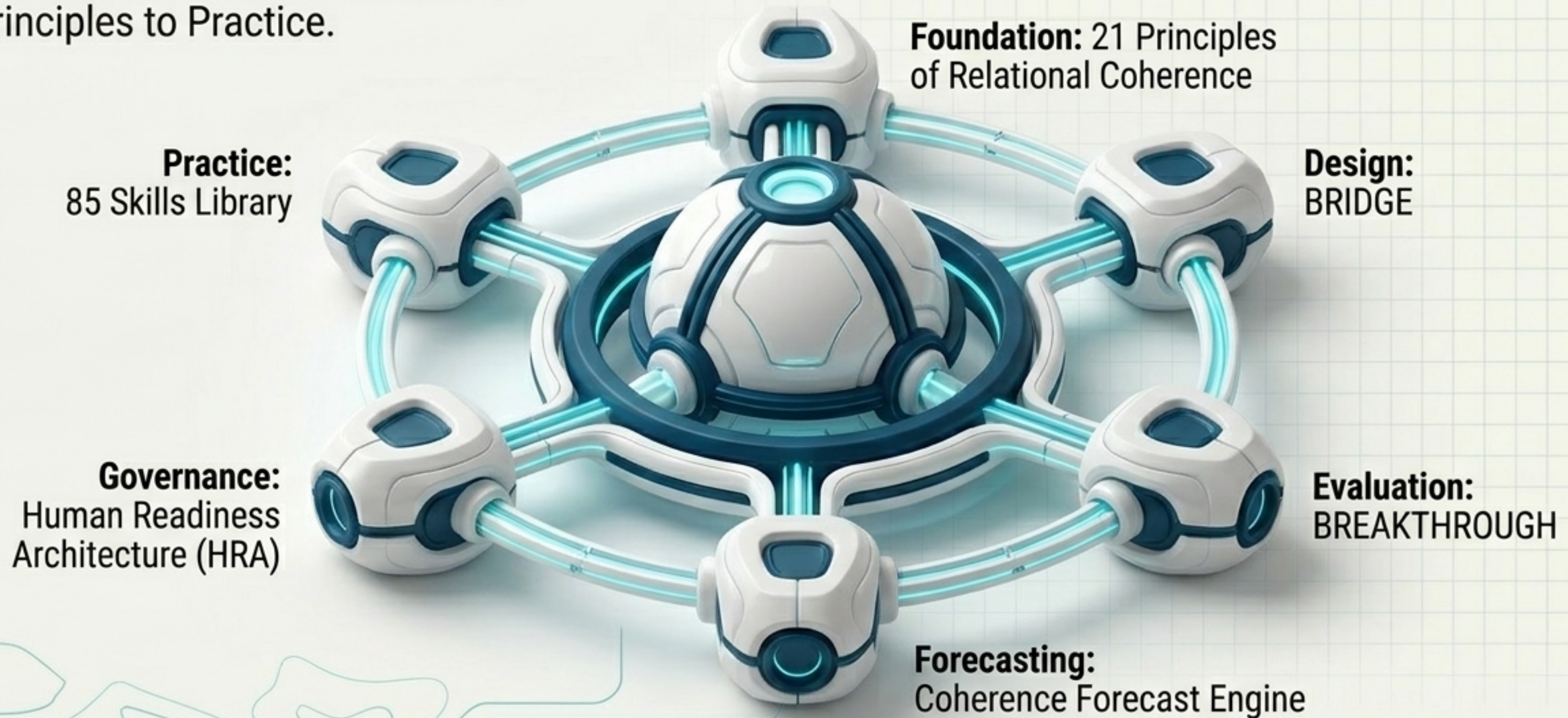
Fact: Staff meet targets
but report exhaustion.

Coherence Lens

Coherence debt is accumulating
under sustained load.

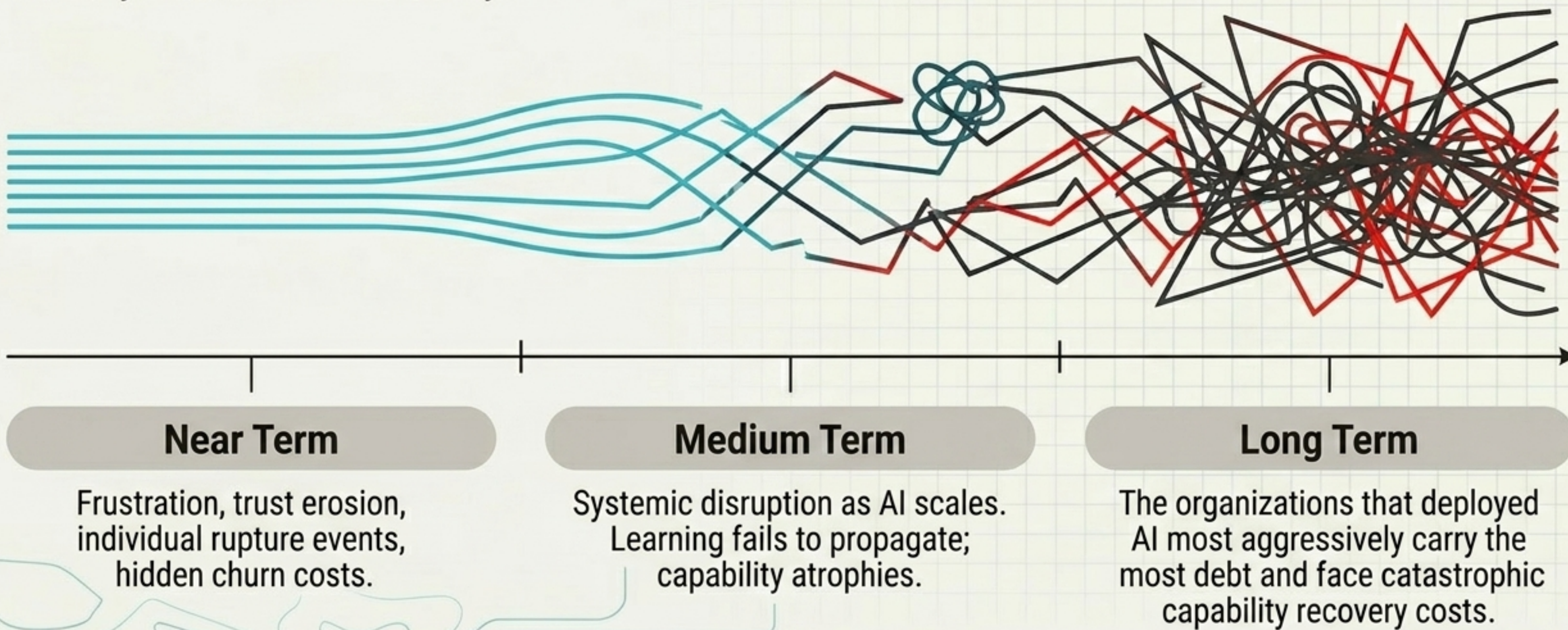
The Gaia Nexus Ecosystem

A comprehensive architecture from Principles to Practice.



The Hidden Cost of Relational Coherence Debt

The gap between what partnerships require and what systems provide compounds invisibly until it becomes costly.



The Invitation to Relational Infrastructure Engineering

Not a call to slow down deployment, but to build the engine that makes deployment sustainable.

For Leaders

- Pilot coherence metrics in high-stakes contexts.
- Invest in human readiness as a strategic asset.

For Boards

- Add Coherence Utilisation to the AI risk register.
- Require capacity reporting alongside deployment updates.

For Architects

- Incorporate load as a first-class variable.
- Embed the 21 Principles of Relational Coherence into system design.