

GUILHEM KUCZYNSKI

Operations Lead | Company Operating Systems, People Ops & AI-Enabled Workflows

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PROFESSIONAL PROFILE

I build operating systems for founder-led teams moving through ambiguity: diagnosing constraints, naming owners, setting cadence, documenting workflows, surfacing risk, and turning repeatable work into AI-enabled systems. My work sits between founder intent, people, execution, risk, and systems: absorb context quickly, identify where work will break, and make the company easier to run without adding dead bureaucracy.

Across AI workflow design, startup advisory, luxury production, and high-volatility team leadership, the pattern is consistent: enter an incomplete environment, understand the real operating constraints, build the frame, align contributors, and ship under pressure.

CORE CAPABILITIES

Company Operating Systems & Cadence — Diagnoses recurring work, defines owners, meeting rhythms, reporting, documentation, escalation paths, and follow-through.

People Operations & Team Systems — Screens contributors, selects leads, structures ownership, onboarding rhythms, and high-trust team environments under pressure.

Human-AI Workflow Design — Turns messy inputs into structured decisions, evidence maps, controls, reports, and repeatable AI-assisted workflows.

Founder / CEO Support — Converts founder intent into priorities, trade-offs, operating frames, decisions, and calm escalation without adding bureaucracy.

Governance, Risk & Sensitive Work — Uses confidentiality, documentation discipline, retention logic, legal/risk awareness, and operational controls in high-trust contexts.

Cross-Functional Delivery — Coordinates creative, technical, commercial, and operational contributors around clear workstreams, constraints, handoffs, and quality standards.

SELECTED EXPERIENCE

Mighty Andy — Founder

AI Workflow Architecture, Operational Systems & Procurement Readiness | 2026-Present

- Designed Mighty Andy as a lightweight operating system for procurement readiness: intake, file discovery, evidence mapping, blocker/risk detection, reporting, case governance, and retention logic.
- Built around a practical scaling principle: run the judgement-heavy process manually first, identify repeatable decision points, then structure the workflow for tooling, quality control, and automation.
- Converted messy tender and company documents into go/no-go decisions, evidence maps, missing-item lists, risk flags, and structured next actions for fast client-facing delivery.
- Defined governance logic for sensitive client files, including case states, retention windows, auditability, deletion controls, and operational accountability.

High-Volatility Production & Team Leadership

Operating Cadence, People Systems & Cross-Functional Delivery | 2021-Present

- Recruited, screened, matched, and led multidisciplinary creative/technical contributors across teams scaling up to 65 people, using portfolio judgement, role-fit assessment, lead selection, and contributor pipelines.
- Built operating cadence from scratch: clarified department ownership, handoffs, check-in rhythms, escalation paths, delivery standards, and the boundary between creative direction and production management.
- Kept multiple workstreams moving under compressed deadlines by separating urgent from important decisions, escalating blockers early, protecting morale, and making trade-offs across pace, quality, scope, and risk.
- Achieved top 2% global rankings under compressed production constraints, including fields of approximately 7,000+ and 11,000 entries.
- Maintained team energy through pressure by combining direct communication, high standards, psychological safety, and clear ownership rather than heavy process.
- Developed practical judgement on who can take direction, share rough work early, adapt to changing constraints, collaborate under pressure, and keep the work moving.

Sustensis / MetisAI / HAI Life Companion — Managing Partner

Strategy, Founder Advisory & Human-AI Interaction | 2025-Present

- Consult on strategy, human-AI interaction design, and product framing for AI-assisted self-development systems and institutional-facing AI companion concepts.
- Translate between technical AI capability, user psychology, institutional adoption, operational feasibility, stakeholder expectations, and public-facing narrative.
- Contributed to reframing MetisAI toward a broader human-AI companion model for university-facing and institutional contexts.

Smart Reflectors — Systems Design Consultant

Founder Advisory, IoT Resilience & Control Architecture | 2025 | Consulting project

- Consulted with the founder of an IoT / smart-infrastructure startup by turning distributed-systems ambiguity into clearer control, reliability, and implementation options.
- Helped frame a control-box concept for coordination, fault tolerance, and operational control across multi-unit deployments.

Luxury & Premium Creative Operations

High-Trust Client Delivery, Production & Post-Production | 2019-2025 | Project-based practice

- Delivered production and post-production work across high-discretion luxury, fashion, automotive, beauty, and premium brand contexts including Louis Vuitton, Gucci, Zegna, Audemars Piguet, Maison Alaïa, Renault, ERES, Maybelline, Bellerose, and others.
- Managed quality and delivery across shoots, post-production, approval layers, and sensitive stakeholder expectations by reading decision-maker preferences, escalating ambiguity early, and preserving aesthetic consistency under deadline pressure.
- Built resilience, discretion, and room-reading ability in high-trust contexts: handling confidentiality, approval sensitivity, ambiguous power dynamics, and execution discipline under stress.

Narrative, Brand & Creative Consulting

Strategic Communication & Stakeholder Alignment | Project-based consulting

- Consulted for film and advertising directors, creative leads, founders, and marketing decision-makers on narrative structure, tonal coherence, emotional logic, audience perception, and semantic alignment.
- Sharpened the link between strategic intent, internal team understanding, brand expression, operating reality, and audience perception.

UNDAMENTAL — Founder & Chairman

Cross-Disciplinary Strategy | 2025-Present

- Developing a cross-disciplinary strategy platform focused on coordination, opportunity discovery, and weak knowledge-transfer points between fields, institutions, and systems.
- Builds strategic frames for identifying hidden brittleness, underused expertise, and underexploited advantage where complex systems intersect.

EDUCATION

3iS Education

Cinéma Audiovisuel — Licence / Bachelor-level qualification

École des Beaux-Arts, Cholet

Architecture & Design · Drawing, Painting & Sculpture