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The Right Human in the Loop

Building an AI-Competent Force for Agentic Systems



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INTRODUCTION

About the Speaker



Bob Oshel

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Currently owns technology strategy across a multi-entity portfolio and the internal R&D program that moves early-stage concepts to fielded, marketable capability.

20+ Years in DoD & Enterprise Infrastructure
Cloud and security architecture for the DoD and Fortune 500 enterprises

Program Track Record
USAF CloudOne, DISA milCloud, SAIC, Lockheed Martin

Hands-on with Agentic AI Today
Architecting multi-agent orchestration, zero-trust agent workflows, and confidential computing

Compliance Depth
CMMC, ITAR, IL4/IL5 — the governance lens for today's discussion

AGENDA

Session Roadmap

1. **The Shifting Question** From "a human in the loop" to the right human in the loop
2. **The Amplifier Effect** How agentic power magnifies human strengths — and weaknesses
3. **Key Personnel Is a Competency** The hybrid profile: mission context + technical stack + AI behavior
4. **Provenance, Governance & Trust** Tying AI-assisted decisions to data, models, approvals, and policy
5. **Building the Force** AI fluency vs. literacy, role-based competency models, training pathways

Plus key takeaways, a Monday-morning action list, and Q&A.

OUTCOMES

Key Learning Objectives

- **Explain** why the right human in the loop is essential — and how AI power amplifies both good and bad human guidance
- **Identify** competency characteristics for AI-critical roles: AI Supervisors, AI Product Owners, AI Risk Officers
- **Describe** how to maintain provenance, governance, and trust by tying decisions to data, models, approvals, and policy/RMF constraints
- **Differentiate** AI fluency from basic AI literacy — and training that builds V&V and governance discipline, not just tool familiarity
- **Apply** a practical workforce framework to recognize who belongs in the loop and design progressive training pathways

PART 1

The Shifting Question

Agentic AI is already operating at scale. The human-in-the-loop box is checked. So why doesn't that feel like enough?



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PART 1 | THE SHIFTING QUESTION

Agentic AI Is Already on Mission

Cyber Defense

Agents triage alerts, correlate sensor data across enclaves, and propose containment actions at machine speed.

Mission Planning

Agents decompose commander's intent into courses of action, logistics estimates, and synchronized task lists.

Software Modernization

Agents generate, refactor, and test code across legacy systems — producing artifacts that ship to production.

Common thread: these systems don't just answer questions — they produce decisions and artifacts that someone must sign.

Not the Chatbot Your Policy Was Written For

Chat Assistant

- Responds to one prompt at a time
- Suggests — the human performs every action
- Human drives each step and sees all the work
- Errors are visible at the point they happen

Agentic Mission Partner

- Reasons, plans, and acts across multi-step workflows
- Uses tools: queries data, writes code, files artifacts
- Human supervises intent and outcome — not every step
- Errors can compound silently across the chain

Mental model: a brilliant intern who never sleeps — not a search box. Extraordinary leverage — if someone is actually supervising it.

The Question Has Shifted

Old: ~~"Do we have a human in the loop?"~~

Now: "Do we have the *right* human in the loop?"



A human signature on a flawed output is not oversight. It is liability with a name attached.

The Amplifier Effect

Agentic AI doesn't average out human judgment — it multiplies it. Strengths scale. So do weaknesses.



PART 2 | THE AMPLIFIER EFFECT

Same System, Opposite Outcome

“Is it right – and can I prove it?”
The AI fluent supervisor

- Clear intent & explicit constraints
- Disciplined review of the reasoning
- Evidence demanded before approval

Amplified out: a disciplined, transparent force multiplier



AGENTIC AMPLIFIER

“Is it finished?”
Untrained human in the loop

- Vague guidance & unstated assumptions
- Hidden bias in framing and data
- Weak controls, rubber-stamp review

Amplified out: polished, confident, scaled-up error

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PART 2 | THE AMPLIFIER EFFECT

A Tale of Two Supervisors

Same tasking: the agent ships a 200-rule firewall change to kill a critical CVE.

"Is it finished?" Untrained	Accepts the change set at face value — it looks complete and well-formatted	Approves without asking which sources or assumptions drove the plan	Change breaks a mission system; no record ties inputs to the decision	

Result: outage, broken traceability, and eroded trust in every future AI output

"Is it right?" AI fluent	Challenges the reasoning: "Show the affected systems and why each rule changed"	Demands evidence — verifies against config baselines and threat intel sources	Approves a corrected set; provenance links data, model, and approval	

Result: faster than manual work, fully auditable, trust in the system grows

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The Hybrid Profile: Three Fluencies, One Person

Not a billet, not a title, not seniority. A definable, trainable, testable set of skills — and a new hybrid profile.



The Hybrid Profile: Three Fluencies, One Person

Mission Context

Knows what right looks like: the operational stakes, constraints, and second-order effects of a decision

Technical Stack

Understands the systems the agent touches — data sources, integrations, and where artifacts land

AI Behavior

Knows how models fail: hallucination, sycophancy, brittle confidence, and drift under ambiguity

The intersection is the job — and the unicorn. A subject-matter expert alone rubber-stamps. A generic "AI operator" lacks mission judgment. The right human holds all three fluencies at working depth.

What the Right Human Actually Does

Frames Intent & Constraints
Gives the agent a clear objective, boundaries, and explicit no-go conditions before work starts

Challenges Reasoning, Not Just Conclusions
Interrogates how the agent got there — assumptions, sources, and decomposition, not just the answer

Interprets Confidence Signals
Reads uncertainty for what it is — and treats fluent confidence as a claim to verify, not proof

Detects Hallucinations
Spot-checks citations, data points, and system references against ground truth

Demands Evidence
"Show your work" is a standing order: sources, tool calls, and intermediate artifacts on request

Preserves Provenance
Keeps the chain intact from inputs to decision — so every approval can be reconstructed later

Provenance: The Unbroken Chain

If you can’t reconstruct how a decision was made, you can’t defend it. Agentic speed makes the paper trail harder — and more essential.



Provenance: The Unbroken Chain



Source Data

Which datasets, sensors, and documents fed the work — and their classification



Model & Version

Which models, versions, and configurations ran — reproducibly identified



AI Output

The artifacts and recommendations produced, with intermediate reasoning retained



Human Approval

Who reviewed, what they checked, what they changed, and what they signed



Decision Record

The final decision tied to all of the above — reconstructable on demand

One broken link — an unlogged model swap, an untracked prompt edit — and the decision is indefensible. For the record: "trust me, bro" is not a provenance record. Neither is "the AI said so."

Governance: Existing Guardrails, New Strain Points

RMF & Accreditation Continuous-ATO thinking fits agents better than point-in-time approval — but agent behavior changes with every model update, prompt change, and tool grant

Policy & Ethics Constraints Constraints must be machine-enforceable where possible and human-verified where not — written into agent instructions, not just binders

Audit & Oversight Traditional audit assumes human-paced artifacts; agentic volume demands sampling strategies and automated provenance capture

Continuous Monitoring Supervision doesn't end at deployment — drift, new failure modes, and changed data sources require a standing review cadence

Trust is an Operational Property, Not a Feeling

Traceable

Every decision can be walked back to its data, model, and approvals

Reproducible

Rerun the chain and you can explain — or recreate — the result

Accountable

A named, qualified human owns each approval, on the record

AI Fluency

AI 101 will not produce AI supervisors. Fluency is a different curriculum — role-based, progressive, and disciplined.



AI Literacy is Not AI Fluency

AI Literacy

The broader force — everyone

- What AI is and where it helps
- Safe, appropriate everyday use
- Basic prompt hygiene & data handling
- Knowing when to escalate

AI Fluency

Designated AI key personnel

- Directing multi-agent workflows against mission intent
- Verification & validation as standing discipline
- Reading confidence, catching hallucination, demanding evidence
- Governance, provenance, and risk ownership

Fluency Training: Discipline, Not Tool Familiarity

V&V as Reflex
Structured verification drills against ground truth — graded on what the trainee catches, not what they produce

Adversarial Exercises
Briefings seeded with landmines: planted hallucinations, biased framing, broken provenance — who steps on one?

Governance Reps
Practice tying real decisions to RMF, policy, and ethics constraints — until the paperwork instinct is automatic

Role-Specific Scenarios
Cyber supervisors train on cyber workflows; planners on planning agents — fluency is contextual, not generic

Grading standard: a fluent supervisor is measured by the errors they catch, not the outputs they accept.

Framework Step 1: Role-Based Competency Models



AI Supervisor

Is this output right?

Directs and approves agent work day-to-day

- Frames intent & constraints
- Challenges reasoning, verifies evidence
- Owns each approval on the record



AI Product Owner

Is this capability worth running?

Owns the agentic capability over its lifecycle

- Prioritizes use cases vs. mission value
- Manages model/tool change & versioning
- Ensures training & manning for it



AI Risk Officer

Can we defend this?

Independent check on governance & compliance

- Maps workflows to RMF / policy / ethics
- Audits provenance chains by sampling
- Tracks incidents, drift, lessons learned

Framework Step 2: The Skill Map

Mission Expertise

Deep operational context for the domain the agents serve

Data Literacy

Knows the data: sources, quality, classification, and limits

Prompt & Intent Engineering

Translates mission intent into precise agent direction and constraints

Verification & Validation

Systematic output checking against ground truth and requirements

Governance & Risk

RMF, policy, ethics, and provenance discipline applied in-flow

AI Behavior & Limits

Failure modes, confidence reading, and knowing when not to use the agent

Each role weights these differently — the map is the common language; the weighting is the role design.

Framework Step 3: Training Pathways

1 Foundational Literacy

The entire force

- What agents are, safe use, escalation
- Delivered broadly: CBTs, commander's calls
- Goal: a force that uses AI safely

2 Applied Practitioner

Frequent AI users by career field

- Role-relevant workflows & prompt discipline
- Supervised practice on real (low-risk) tasks
- Goal: productive, careful power users

3 AI Key Personnel

Designated supervisors, POs, risk officers

- Adversarial V&V, governance reps, certification
- Recurring evaluation — a rating, not a badge
- Goal: qualified final authority over agents

Applying This in Your Unit (Monday Morning)

1. **Inventory** List every place agentic AI already touches your workflows — including the unofficial ones

2. **Name the humans** For each, identify who approves outputs today. Are they qualified — or just available?

3. **Assess against the map** Score candidate key personnel against the six skill domains; gaps become the training plan

4. **Designate & empower** Make key personnel formal: written designation, authority to reject outputs, protected training time

5. **Build the pathway** Stand up the three tiers — start small with your Tier-3 candidates and expand from results

REVIEW

Five Things to Take Home

1. Agentic AI amplifies its human - the supervisor who asks “Is it right?” scales judgment; the one who asks only “Is it finished?” scales error with a confident finish.

2. “Key personnel” is now a competency: mission context + technical stack + AI behavior, in one person, at working depth.

3. Provenance is the discipline that makes decisions defensible — data, model, output, approval, record, unbroken.

4. Fluency ≠ literacy: power users need adversarial, role-specific training — not more AI 101.

5. **Mission success depends on the right human, prepared and empowered, as the final authority over intelligent machines.**

Questions & Discussion

Three things you can do this week:

- Inventory agentic AI use in your unit — official and unofficial
- Name your candidate AI key personnel and score them against the skill map
- Brief leadership on fluency-vs-literacy before the next training budget cycle

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