



QUANTIFYING THE GOVERNANCE GAP: WHAT THE 2026 WORK TREND INDEX LEAVES UNMEASURED

A RESPONSE AND EXTENSION TO MICROSOFT'S 2026
WORK TREND INDEX ANNUAL REPORT

Abstract

The 2026 Microsoft Work Trend Index Annual Report (WTI 2026) establishes that organizational factors account for twice the AI impact of individual effort, documents a 15x year-over-year increase in enterprise AI agents, and identifies a structural governance gap between individual AI capability and organizational readiness. What it does not provide is a framework for quantifying the economic consequences of that gap. This paper supplies the missing measurement layer. Drawing on the Enterprise AI Tokenomics framework (Whigham & Pfeiffer, 2026), we demonstrate that the governance gap the WTI identifies manifests directly in AI token cost overruns that are predictable, measurable, and preventable. We map the WTI's organizational capability dimensions to formal token consumption drivers, derive the cost implications of the "Transformation Paradox" the WTI describes, and show that the 15x agent growth trajectory — without corresponding governance maturity — implies a cost multiplication risk of 10–50x at full enterprise scale. We conclude that Enterprise AI Tokenomics is the operational cost discipline required to close the governance gap the WTI documents: the economic infrastructure without which Frontier Firm status is financially unsustainable.

Keywords: enterprise AI tokenomics, AI governance gap, Work Trend Index, agentic AI costs, Frontier Firm economics, LLM cost governance, organizational AI readiness

1. Introduction: The Report That Measured Everything but the Bill

On May 5, 2026, Microsoft published its annual Work Trend Index under the title Agents, Human Agency, and the Opportunity for Every Organization. The report is the most comprehensive empirical study of enterprise AI adoption published to date: 20,000 workers across 10 countries, trillions of anonymized Microsoft 365 productivity signals, and a foreword by Dr. Karim Lakhani of Harvard Business School. Its central finding is striking — and incomplete.

The WTI establishes that organizational factors account for twice the AI impact of individual effort. It documents a 15x year-over-year increase in active AI agents on Microsoft 365, rising to 18x in large enterprises. It identifies a “Transformation Paradox”: employees are ready to reinvent how they work, but organizational systems continue to reward the old way. And it introduces the “Frontier Firm” — the organizational archetype that has closed this gap and is pulling ahead of the field.

What the WTI does not do is quantify what this gap costs. The governance deficit it describes — insufficient culture, manager support, talent practices, and governance maturity — has a direct financial expression in enterprise AI programs that the report does not model. The 15x agent growth trajectory it documents has token cost implications that no enterprise budget framework currently captures. The Frontier Firm it celebrates has an economic sustainability question the report does not answer: what does it cost to sustain Frontier Firm operations at scale, and what happens to organizations that achieve Frontier status without the cost governance infrastructure to support it?

This paper answers those questions. We position Enterprise AI Tokenomics as the measurement discipline the WTI presupposes but does not provide — the operational cost framework required to make the organizational governance investments the WTI recommends financially sustainable and empirically evaluable.

1.1 What the WTI Establishes

Three findings from the WTI 2026 are foundational to this analysis. First, organizational readiness is the primary determinant of AI value. The WTI’s analysis of 29 factors across organizational, individual, and demographic dimensions finds that the top three predictors of AI impact are all organizational: AI culture, manager support, and talent practices that reflect AI in evaluation and development. The strongest single factor — organizational AI culture — is approximately 2.5x as strong a signal as the top individual factor. This is not a marginal finding. It repositions the enterprise AI investment thesis: the return on AI tools is primarily a function of organizational conditions, not individual capability.

Second, agentic AI is scaling at rates that outpace governance maturity. The WTI’s first longitudinal agent data shows a 15x increase in active agents across Microsoft 365 over the past year, rising to 18x in large enterprises. The report notes that software and technology companies lead this adoption. The implication is that the multi-agent coordination architectures we identified as the primary token cost risk in the Enterprise AI Tokenomics framework are not a future scenario — they are the current and accelerating deployment reality.

Third, the gap between individual capability and organizational readiness is structural, not transitional. Only 19% of AI users are in the WTI’s Frontier zone where individual and organizational capability reinforce each other. Approximately 10% are in “blocked agency” — individuals with high AI capability operating in low-readiness organizations. The largest group, roughly 50%, sits in an emergent zone where both dimensions are still developing. This distribution suggests that most organizations are not on a clear path to Frontier status; they are navigating a structural misalignment that requires deliberate intervention.

1.2 What the WTI Leaves Unmeasured

The WTI’s governance gap has a financial expression the report does not quantify. Three specific measurement gaps motivate this paper:

- The cost of the governance gap itself. The WTI documents the gap between organizational readiness and individual capability but does not translate that gap into financial terms. Enterprise AI Tokenomics provides that translation: governance immaturity is not an abstract organizational deficit — it has a specific, derivable cost in AI token consumption that can be forecasted, measured, and reduced.
- The cost implications of the 15x agent growth trajectory. The WTI presents the agent adoption data as an opportunity signal. It is also a cost risk signal. Multi-agent architectures multiply token consumption at each handoff; a 15x increase in active agents, deployed without governing architecture, implies a potential cost multiplication that no enterprise AI budget is designed to absorb.
- The economic sustainability of Frontier Firm operations. The WTI’s Frontier Firm is characterized by high individual capability and high organizational readiness. But organizational readiness in the WTI’s framework is measured behaviorally and culturally — not economically. A Frontier Firm that runs advanced multi-agent workflows without token governance infrastructure is organizationally mature and financially exposed simultaneously.



2. Mapping WTI Organizational Dimensions to Token Consumption Drivers

The WTI's organizational readiness construct is composed of four measured dimensions: governance maturity, manager support, talent practices (AI in performance evaluation), and organizational AI culture. Each of these dimensions has a direct correspondence to the consumption driver model in the Enterprise AI Tokenomics framework (Whigham & Pfeiffer, 2026). Table 1 makes this mapping explicit.

WTI Organizational Dimension	Tokenomics Driver	Cost Mechanism	Risk if Dimension is Low
Governance Maturity	D4 Model Routing + D3 Retrieval	Without governance, all tasks route to frontier models and retrieval is ungoverned. Both are configuration failures, not architectural ones.	2–3× model cost; 7.7× retrieval cost. Together: 78% of achievable savings unrealized.
Manager Support / AI Modeling	D5 Adoption Curve	Manager-modeled AI use drives faster adoption. Rapid adoption without governance maturity is the WTI's Transformation Paradox — and the primary cause of months 3–6 budget overrun.	Programs that onboard faster than governance matures consistently overspend. The Bass Diffusion inflection at months 8–10 hits before controls are in place.
Talent Practices (AI in Eval)	D1 Pipeline Depth + D2 Agent Coordination	As AI use is formally rewarded, engineers build deeper and more complex pipelines. Without loop depth governance, each new pipeline adds uncontrolled consumption.	An 8-step pipeline at 12% retry rate consumes ~30% more tokens than baseline. A 3-agent chain consumes 2.5–4.8× a single-agent equivalent.
Organizational AI Culture	D6 Validation Overhead	High AI culture means high AI output trust. Without validation governance, high-trust environments produce high remediation costs when outputs are incorrect or non-compliant.	At typical enterprise error rates, absent validation costs 37× more per day than the validation overhead itself.

Table 1. Correspondence between WTI organizational readiness dimensions and Enterprise AI Tokenomics consumption drivers.

This mapping reveals a structural relationship the WTI does not make explicit: organizational readiness, as measured by the WTI, is a behavioral proxy for governance architecture maturity. An organization with high governance maturity in the WTI's framework is one that has — or is developing — the control infrastructure that prevents the six consumption driver risks from materializing. An organization in the WTI's blocked agency or emergent zones is one where that infrastructure is absent, and the consumption driver risks are active.

The implication is directional: the WTI's organizational readiness score and the Enterprise AI Tokenomics governance maturity assessment are measuring the same underlying construct from different perspectives. The WTI measures it behaviorally and culturally. Enterprise AI Tokenomics measures it economically and architecturally. Both assessments are necessary; neither is sufficient alone.

3. The 15× Agent Growth Trajectory: An Unquantified Cost Signal

The WTI's most actionable data point for enterprise cost governance is not its organizational readiness findings — it is its agent adoption data. A 15× year-over-year increase in active agents on Microsoft 365, rising to 18× in large enterprises, is the fastest-scaling cost risk in enterprise AI budgets today.

The WTI presents this as an opportunity signal: more agents mean more execution capacity, more workflow automation, more of the human-agent collaboration it documents in its four-mode framework. This framing is correct. It is also incomplete. Agent growth is simultaneously a cost multiplication signal whose implications require explicit modeling.



3.1 The Agent Coordination Cost Function

In the Enterprise AI Tokenomics framework, the Agent Coordination driver (D2) is modeled as a context multiplication function that compounds with each agent handoff:

D2: Agent Coordination Cost Function

$$C_agents = T_initial \times \sum_{k=1}^n [M^{(k-1)}] \times compression_ratio$$

Where M = per-handoff multiplication factor (1.6–2.2×), T_initial = seed context size, compression_ratio = fraction of prior agent output passed forward.

Reference case (3-agent chain, M=1.8, T_initial=2,000 tokens, no compression): 12,080 input tokens before any agent produces output.

With compression governance (ratio=0.25): 4,200 tokens — 65% reduction from this single control.

The WTI’s Frontier Professionals are defined in part by their use of “multi-step workflows and multi-agent systems.” This is precisely the architectural pattern the D2 driver models. As the WTI documents that 16% of AI users are already operating at this level — and that the share is growing — the enterprise cost implication is direct: the most capable users are running the highest-cost architectural patterns.

3.2 Scaling the Agent Growth Data

To translate the WTI’s 15× agent growth figure into cost terms, we apply the D2 model across three governance scenarios. The analysis uses the reference deployment parameters from the Enterprise AI Tokenomics case study (300–400 engineers, cloud-native LLM stack) and projects cost trajectories under three agent governance conditions.

Governance Scenario	Agent Growth Absorbed	D2 Multiplier Applied	Monthly Token Cost Impact	Annual Exposure
Full governance — agent compression active, loop depth limits enforced, inter-agent context capped at 25%	15× agent growth	1.6× (constrained)	Cost scales with adoption — held to base case trajectory	\$1.5M–\$2.0M/mo at full scale (governed)
Partial governance — loop limits enforced, no compression, no context caps	15× agent growth	2.4× (partial)	Cost exceeds base case by ~40–60% in months 6–12	\$2.1M–\$2.8M/mo at full scale
No governance — agents deployed without coordination controls	15× agent growth	3.4–10×+ (uncontrolled)	Cost trajectory becomes non-linear after adoption inflection	\$3.2M–\$3.6M/mo at full scale; potential for exceedance

Table 2. Agent growth cost scenarios under three governance maturity conditions

The critical observation is that the 15× growth figure the WTI presents as a positive indicator becomes a financial liability specifically in the organizations the WTI identifies as most at risk: those in the emergent zone and blocked agency quadrant where governance maturity is low. The Frontier Firms with full governance absorb the agent growth within a manageable cost trajectory. The organizations the WTI is trying to bring along — those still building their governance infrastructure — are the ones most exposed to the cost implications of the agent growth the WTI celebrates.

“The 15× agent growth the WTI documents is an opportunity for Frontier Firms. For organizations in the emergent zone, it is an unquantified financial exposure.”

4. The Transformation Paradox Has a Price Tag

The WTI's Transformation Paradox — employees ready to reinvent how they work, organizations still rewarding the old way — is described in behavioral and cultural terms. The incentive structures, performance metrics, and management norms that constitute the paradox are treated as the primary problem to be solved. We argue that the paradox has an equally important economic dimension that the WTI does not address. The Transformation Paradox manifests in enterprise AI cost trajectories in a specific and predictable pattern: adoption outpaces governance. The WTI documents that employees are not waiting for organizational permission to use AI — 66% of AI users report that AI has allowed them to spend more time on high-value work, and 58% say they are producing work they could not have a year ago. This autonomous adoption, occurring faster than organizational governance matures, is the cost overrun scenario the Enterprise AI Tokenomics forecasting framework is specifically designed to anticipate.

4.1 The Adoption-Governance Gap in Cost Terms

The Enterprise AI Tokenomics Driver D5 models user adoption via the Bass Diffusion framework, identifying the adoption inflection point at months 8–10 as the critical governance risk period. The Transformation Paradox the WTI describes is the organizational version of this dynamic: individual adoption accelerates while organizational governance lags. The cost consequence is a predictable overspend window in months 3–9 of a production deployment.

WTI Transformation Paradox Dimension	Tokenomics Expression	Monthly Cost Range (Full Scale)
Employees onboard faster than governance matures (the 'blocked agency' pattern)	D5 adoption inflection hits before D3/D4 controls are operational. Ungoverned retrieval and frontier model defaults are active during peak adoption growth.	\$1.24M/mo at month 6 (ungoverned) vs. \$318K/mo (governed) — a \$922K/mo delta during the highest-risk adoption window.
Organizations reward output, not reinvention (metrics lag adoption)	Without attribution infrastructure, cost visibility is absent during the adoption growth phase. By the time the bill arrives, the architectural decisions causing it have been normalized.	Average remediation cost after month-6 overspend discovery: re-architecture, retroactive controls, emergency caps — typically \$50K–\$150K in unplanned engineering spend.
Only 13% of workers are rewarded for AI reinvention regardless of outcome	D6 validation governance is under-deployed: without cultural support for the 'validation overhead is worth it' argument, quality guardrails are deferred — increasing remediation cost exposure at exactly the moment adoption is highest.	At typical violation rates, absent validation costs 37× more per day than the validation overhead itself.

Table 3. WTI Transformation Paradox dimensions mapped to Enterprise AI Tokenomics cost expressions.

The key insight is that the Transformation Paradox is not only a management and culture problem — it is a financial infrastructure problem. Organizations that close the paradox without simultaneously building the cost governance layer will find that Frontier Firm status is operationally achieved and financially unsustainable simultaneously. The governance gap and the tokenomics gap are the same gap, measured at different layers of the enterprise.



4.2 The Four Modes and Their Cost Profiles

The WTI introduces four modes of human-AI collaboration: Asking, Collaboration, Delegation, and Exploration. These modes are distinguished by human intensity and agent intensity dimensions. From a tokenomics perspective, they represent distinct cost profiles that governance architecture must account for separately.

WTI Mode	Agent Intensity	Dominant Cost Driver	Governance Priority
Asking — quick exchanges, low agent complexity	Low	D4 Model Selection: simple queries routed to frontier models by default.	Model routing — ensure lightweight tier handles low-complexity asks.
Collaboration — iterative back-and-forth, human and AI jointly building	Medium	D1 Pipeline Depth + D3 Retrieval: multiple turns with context re-injection at each step.	Context window management; retrieval k-value governance.
Delegation — human sets intent, agent executes multi-step workflow	High	D2 Agent Coordination: full context re-serialization at each handoff; most expensive mode.	Hard loop depth limits; agent compression; inter-agent context caps.
Exploration — testing AI capabilities, probing limits	Variable	D6 Validation: exploration mode produces high error and policy violation rates.	Validation in audit mode; budget limits on exploration workflows.

Table 4. WTI collaboration modes mapped to dominant token cost drivers and governance priorities.

The WTI observes that Frontier Professionals distinguish themselves by knowing which mode a task calls for. From a tokenomics perspective, this mode-matching behavior is also cost-optimal behavior: using Delegation only for tasks that genuinely require multi-agent execution, rather than defaulting to high-agent-intensity workflows for all tasks, is the behavioral equivalent of model routing governance. Frontier Professionals are, implicitly, practicing tokenomics — but without the measurement infrastructure to know it.

5. The Frontier Firm’s Missing Economic Layer

The WTI’s Frontier Firm is the organizational archetype toward which the report directs its recommendations. Frontier Firms are characterized by high individual AI capability, high organizational readiness, strong manager AI modeling, a culture that rewards reinvention, and demonstrated AI value creation. The WTI’s data shows that these organizations are pulling ahead — their employees produce work that wasn’t possible a year ago, report higher career confidence, and are more likely to stay.

What the WTI does not describe is the Frontier Firm’s economic infrastructure. The governance maturity dimension in the WTI’s organizational readiness construct is measured through survey items about rules, guidelines, and how people and AI work together. This is governance as policy — governance as culture. Enterprise AI Tokenomics adds governance as architecture: the operational control stack that makes the Frontier Firm’s AI intensity financially sustainable.

5.1 Frontier Firm AI Intensity and Cost Exposure

The WTI’s data on Frontier Professionals is revealing in cost terms. Frontier Professionals use agents for multi-step workflows and build multi-agent systems. They routinely rethink workflows and identify where agents can augment or automate. They create shared AI standards for their teams. They are, in tokenomics terms, operating the highest-cost architectural patterns at the highest deployment frequency.

At the same time, Frontier Professionals exhibit behaviors that are naturally cost-mitigating: they are more likely to intentionally decide what should be done by AI versus human (53% vs. 33% of non-Frontier Professionals), more likely to maintain human skills without AI to keep judgment sharp (43% vs. 30%), and more likely to have managers who set quality standards for AI work (83% vs. 57%). These behaviors map onto the governance architecture components of the tokenomics framework: mode-matching (D4 routing behavior), validation discipline (D6), and manager-enforced standards (workflow budget controls).

The implication is that Frontier Professionals are practicing informal tokenomics — cost-aware AI usage without formal measurement infrastructure. Formalizing that discipline through the governance architecture described in the Enterprise AI Tokenomics framework converts informal best-practice behavior into systematic, measurable, and scalable cost governance.

5.2 What Frontier Firm Status Costs — and What Governs It

To make the Frontier Firm's cost profile concrete, we apply the Enterprise AI Tokenomics case study parameters to a representative Frontier Firm deployment profile: 300–400 engineers, high adoption rate (reaching 80% by month 12 rather than month 18), Delegation and Collaboration modes dominant (driven by Frontier Professional behavior), multi-agent workflows standard.

Frontier Firm Cost Profile: Governed vs. Ungoverned

Deployment: 300–400 engineers | 80% adoption by month 12 | Delegation mode dominant | Multi-agent workflows standard

Monthly cost at full scale (months 7–18):

Governed (all six drivers controlled): \$1.5M – \$2.0M / month

Partially governed (routing only, no retrieval governance): \$2.2M – \$2.8M / month

Ungoverned (Frontier Firm behavior, no cost architecture): \$3.8M – \$4.8M / month*

* Higher than standard ungoverned case due to elevated agent intensity and faster adoption curve of Frontier cohort.

Governance investment: ~\$178K one-time + \$22K/month recurring

Payback period at Frontier Firm scale: < 2 working days

The Frontier Firm without tokenomics governance is not a sustainable operating model. Its elevated AI intensity — the very characteristic that makes it a Frontier Firm — produces costs that no enterprise AI budget is designed to absorb without the governance architecture to contain them. The WTI's call for more organizations to achieve Frontier status is, implicitly, a call for those organizations to build the economic infrastructure that makes Frontier status viable at scale.

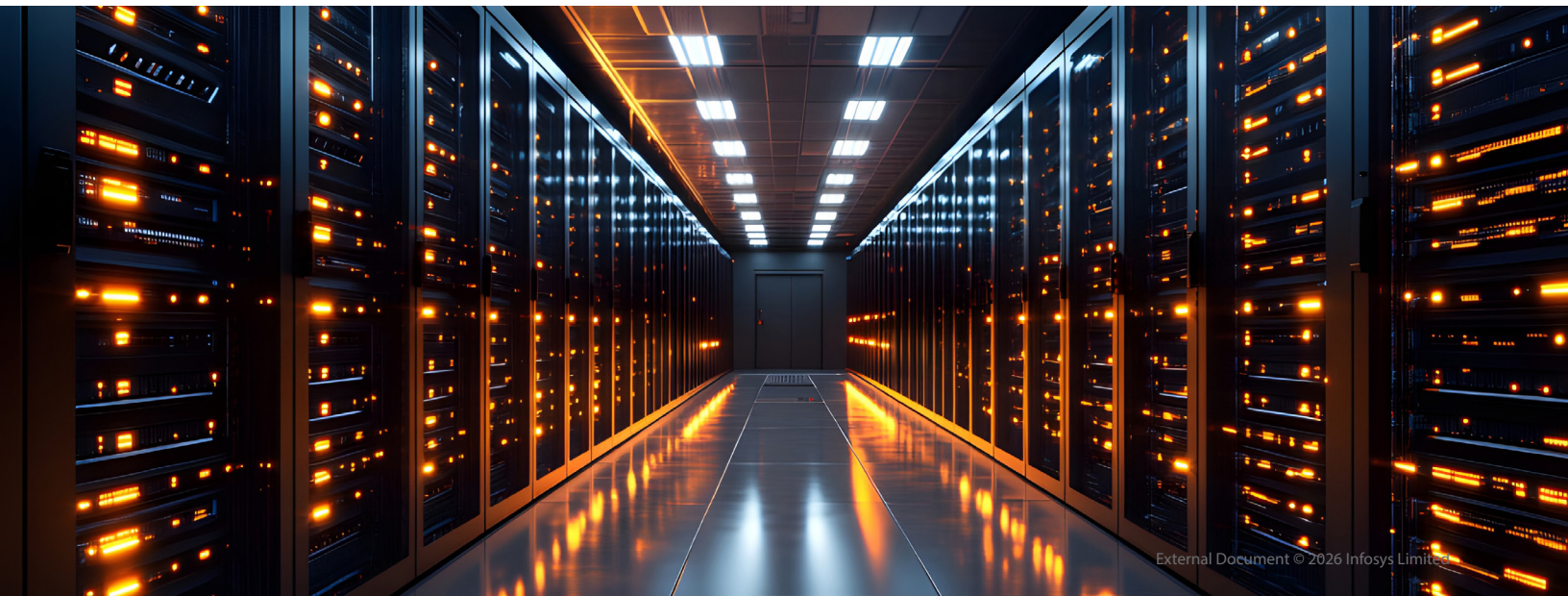
"The Frontier Firm without tokenomics governance is organizationally mature and financially exposed simultaneously."

6. Quantifying the Gap: A Measurement Framework for WTI's Governance Construct

The WTI's governance maturity dimension is operationalized through survey items assessing whether employees perceive that their organization has clear rules and guidelines for human-AI collaboration. This is a perception-based proxy for governance maturity — useful for cross-organizational comparison but insufficient for enterprise cost management. Enterprise AI Tokenomics provides the architectural measurement layer that converts the WTI's governance maturity perception into a quantifiable cost position.

6.1 The Governance Maturity Cost Ladder

We define five levels of AI governance maturity that correspond to the WTI's organizational readiness distribution and map each to a cost position in the Enterprise AI Tokenomics framework. This ladder allows organizations to self-locate their governance maturity and derive the cost implication of their current position versus the next level of maturity.



6.2 Connecting WTI Survey Dimensions to Cost Measurement

The WTI's organizational readiness composite includes governance maturity as one of eight measured dimensions. The tokenomics governance ladder provides an architectural operationalization of that dimension that is actionable at the program level. Table 6 maps the WTI's governance survey construct to the specific architectural investments that move an organization up the governance ladder.

WTI Governance Survey Item (Paraphrased)	Architectural Operationalization	Governance Ladder Level
"Our organization has clear rules for how people and AI work together"	Token budget policies encoded in gateway; team-level spending limits active; model routing rules documented and enforced.	Level 2–3
"Our organization tracks and measures AI use"	Observability platform active; token consumption attributed by team, workflow, and SDLC phase; monthly actual vs. forecast reporting.	Level 1–4 (measurement is the foundation of all levels)
"My manager creates space for AI experimentation"	Exploration-mode budget controls defined; workflow budget controls allow experimentation within defined token envelopes.	Level 3
"AI use is encouraged and recognized in how we evaluate people"	Attribution data used in team performance reporting; governance ROI reported to program leadership; cost efficiency metrics included in AI program KPIs.	Level 4

Table 6. WTI governance survey dimensions mapped to Enterprise AI Tokenomics architectural operationalizations.

7. Implications for the Frontier Firm Operating Model and WTI Research Agenda

7.1 For Organizations Pursuing Frontier Status

The WTI's prescriptive guidance to organizations is to close the organizational readiness gap through leadership alignment, manager modeling, talent practice redesign, and culture change. These are necessary and correct interventions. They are also insufficient without a parallel investment in cost governance architecture.

The practical implication of this paper's analysis is a sequencing recommendation for organizations in the WTI's emergent and blocked agency zones: governance architecture investment should precede or accompany the cultural and leadership interventions the WTI recommends. The reason is timing. Cultural change and leadership alignment take quarters to materialize. Observability deployment and model routing activation take weeks. An organization that pursues WTI-guided organizational change while deferring governance architecture will experience the full cost consequences of its adoption growth before its cultural interventions mature.

The Sequencing Principle for Frontier Firm Aspirants

1. Deploy observability before scaling adoption. Cost attribution is the prerequisite for all governance decisions.
2. Activate model routing in the first month of production. Configuration change only; 45% direct API cost reduction.
3. Govern retrieval before the adoption inflection (months 6–8). Retrieval + routing together account for 78% of achievable savings.
4. Then invest in culture, leadership, and talent practices — now on a foundation where the cost of adoption is predictable.
5. Set token budgets as ranges, not caps. Governance is an optimization problem, not a minimization problem.

7.2 For the WTI Research Agenda

The WTI's methodology — large-scale survey combined with productivity signal analysis — is well-suited to the organizational and behavioral dimensions it measures. Extending it to the cost governance dimension would require three additional measurement instruments.

First, a governance architecture inventory: whether programs have observability, routing, retrieval governance, and workflow budget controls deployed. This is an architectural fact, not a perception, and can be assessed through direct program audit rather than survey.

Second, a token consumption measurement protocol: actual versus forecasted token spend by governance level, mapped to the WTI's organizational readiness zones. This would allow the WTI to directly link its organizational maturity typology to cost outcomes — the missing quantitative link this paper begins to establish.

Third, a longitudinal cost trajectory study: tracking the cost evolution of programs at different WTI governance maturity levels over 18 months. The Bass Diffusion adoption model predicts specific cost acceleration windows; empirical validation of these predictions across multiple enterprise deployments would materially strengthen the Enterprise AI Tokenomics forecasting framework.

8. Conclusion: Completing the Governance Picture

The 2026 Work Trend Index is the most important enterprise AI research publication of the year. Its core finding — that organizational factors account for twice the AI impact of individual effort — should fundamentally reorient enterprise AI investment strategy away from tooling and toward governance. Its documentation of the 15x agent growth trajectory should be read as a cost risk signal as much as an opportunity signal. Its identification of the Transformation Paradox should prompt every CIO and CTO to ask not only “how do we close the cultural gap?” but “what does it cost us while the gap is open?”

Enterprise AI Tokenomics provides the measurement framework that converts the WTI’s organizational governance findings into financial terms. The governance gap the WTI identifies is not an abstract organizational deficit — it has a specific, derivable, and preventable cost in AI token consumption. The Frontier Firm the WTI celebrates is not economically sustainable without the cost governance architecture the tokenomics framework describes. The 15x agent growth the WTI documents is not financially absorbable without the D2 controls the tokenomics framework specifies.

Three contributions emerge from this paper. First, it provides the first explicit mapping between the WTI’s organizational readiness construct and the Enterprise AI Tokenomics consumption driver model — establishing that these frameworks are measuring the same governance gap at different layers of the enterprise. Second, it derives the cost implications of the WTI’s key empirical findings — the 15x agent growth, the Transformation Paradox adoption-governance timing mismatch, and the Frontier Firm’s elevated AI intensity — in terms that enterprise financial planning can absorb. Third, it proposes a governance maturity ladder that connects the WTI’s survey-based organizational typology to specific architectural investments with quantified cost positions. The organizations that will achieve and sustain Frontier Firm status are not those that move fastest on adoption, cultural change, or tooling. They are those that build the measurement and governance infrastructure that makes Frontier-level AI intensity financially sustainable. As the WTI’s own foreword argues, productivity gains at the edge do not automatically become enterprise transformation at the core. Enterprise AI Tokenomics is the economic discipline that makes the translation from edge gains to enterprise advantage not only possible — but predictable.

“The governance gap the WTI identifies is not an abstract organizational deficit. It has a specific, derivable, and preventable cost in AI token consumption.”

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Authors



Scot Whigham
Principal / Infosys Consulting



Karl D. Pfeiffer, Ph.D.
Independent Researcher | JANUS Research Group

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