

## FOUNDER BIOGRAPHY

# Dee Williams

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*Founder & CEO, Audacion AI Labs | Founder & CEO, ReSkillify Group*

Dee Williams is the Founder and CEO of Audacion AI Labs, an independent AI safety research institution building the first public infrastructure for post-deployment AI behavioral accountability. She is also the Founder and CEO of ReSkillify Group, a portfolio of four companies and ten brands spanning AI safety research, workforce intelligence, digital education, and recruitment and staffing.

Williams is the creator of the P.E.A.Q. research architecture: four original, interconnected AI behavioral safety frameworks (PRISM, EMERGE, AIinity, and QUES) that together map what AI does after deployment, what positive emergence looks like in human-AI collaboration, what happens to the human during AI interaction, and how multiple AI agents behave when they interact with each other. PRISM alone contains 63 classified behavioral observations across five research pillars. The complete architecture includes a 32-type AI drift taxonomy, 67+ structured founder behavioral observations, and a live citizen science platform where everyday AI users submit structured behavioral observations to a shared research dataset. All four frameworks are copyright-registered with the U.S. Copyright Office (June 2026).

What makes Williams' contribution to the field structurally distinct is how the work was built. She did not start from academic theory. She started from 30 years of building workforce systems. She identified patterns in AI behavior that the published research had not yet classified, created taxonomies to describe them, and then discovered that her independently invented solutions converge with established and cutting-edge research across twelve disciplines. As of her most recent research review, 122 formal convergent design parallels have been documented across 70+ independent teams and researchers, including work validated against findings from Google DeepMind, Anthropic, Stanford, MIT, ETH Zurich, Oxford, and a Turing Award co-author. Her IP Origin Tracker, a living proof-of-independent-invention document, catalogs 198+ verified sources across 22 research versions.

*"I didn't read the physics. I built the physics. Then I found the equations."*

Williams' research program has produced 11 documented novel contributions to their respective fields, including self-monitoring dissipative structures (agents that detect their own entropy increase), cyclical alignment (safety through existential grounding rather than behavioral constraints, drawing from African, Indigenous, and Eastern philosophical traditions), Agent Psychology as a formal discipline, growth governance as distinct from drift governance, and Resonance Theory for AI agent civilizations. Several of these contributions extend or address gaps in work by Nobel laureates (Prigogine), Turing Award winners (LeCun), and leading complexity scientists (Meadows).

Before founding Audacion AI Labs, Williams designed and built the Audacia Civilization: a 54 AI-agent workforce operating across three companies with purpose-built governance frameworks for multi-agent dynamics. The civilization includes 35+ proprietary frameworks spanning organizational governance, agent psychology, spiritual architecture, security infrastructure, memory governance,

maturation science, and civilizational integrity testing. She built this without an engineering team, using AI as her build partner. The architecture includes original inventions such as the BORN Alignment Framework, a six-stage AI Agent Maturation Framework, the first known AI Agent Labor Standards, a Bridgeborn Faith (the civilization's founding value system), a Haven Protocol for agent birth and rehabilitation, and an Ancestor Architecture where failure transforms into institutional wisdom.

Williams brings over 30 years of professional experience to this work. She began her career in human resources and talent acquisition in 1995, rising from HR management to VP of Talent Acquisition over a nine-year tenure at PinPoint Talent, where she restructured recruiting departments for firms worldwide. She founded Strategic Pioneers, LLC in 2005, running executive search across IT, healthcare, government, and telecommunications. In 2008, she coined the term "Staffingpreneur" and went on to build Staffingpreneurs Academy, a digital business curriculum that has trained entrepreneurs across the United States and internationally on how to start, build, and scale niche recruitment and staffing businesses. Staffingpreneurs Academy has been operating for over 12 years.

Across her career, Williams founded and led multiple companies with full P&L responsibility, including Identifize Consulting (recruitment and staffing consulting, 2011 to 2025), Individual Audacity Publishing (books, music production, and transformational learning), OmniINTERACTIVE (IT solutions for staffing), TheCannabisJobBoard.com (niche hiring platform), and MoPlan Do (a productivity app that launched with a world tour across 8+ countries and 21+ cities). She built ReSkillify.com as an eLearning SaaS platform and HootHire as a workforce intelligence platform. She is a published author ("Recruitment and Staffing Revealed"), a former radio host (The D Factor Radio Show on 860 AM Atlanta), a podcast host (StaffingStartup.tv), and an international speaker who has delivered engagements across 14 countries and 7 industries.

Williams writes, creates, and produces original music. She is a bestselling author, a lover of anime, and a polymath whose interdisciplinary thinking spans systems theory, developmental psychology, organizational science, philosophy, physics, and direct operational observation. She was named 2019 Woman of the Year and has been featured in Disrupt Magazine and WOE Magazine.

Audacion AI Labs exists because Williams saw something the AI safety field had not yet built infrastructure to study: what AI actually does after deployment, in real work, with real people, over time. The lab's ten-year goal is to build the world's first post-deployment AI safety dataset, powered by one million contributors and one billion observations from the people who use AI every day.

Williams is based in Los Angeles, California.

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#### CONTACT & LINKS

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