

UDAY KIRAN BOLUSANI

COGNITIVE SYSTEMS ARCHITECT · FOUNDER, THE AUTISTIC LEADER



Uday Kiran Bolusani is an autistic leader and cognitive systems architect working at the intersection of organizational design, AI strategy, and neurodivergent leadership. Over fifteen years navigating complex enterprises, he built three original frameworks – each one emerging from a real organizational failure mode he encountered, diagnosed, and designed a structural solution for.

His central thesis: most organizations have a cognitive architecture. Almost none designed it deliberately.

WEF DAVOS NEURODIVERSITY SUMMIT

COGNITIVE ARCHITECTURE – AUTHOR

15+ YEARS ENTERPRISE SYSTEMS

THEAUTISTICLEADER.AI

“The cognitive traits that defined autistic leadership as difficult inside the old model are precisely the traits the brain economy is now selecting for. This is not a story about accommodation. It is a story about competitive advantage.”

0 1 THE KEYNOTE SERIES – FOUR DIMENSIONS OF COGNITIVE ARCHITECTURE

0 1 ORGANIZATIONAL ARCHITECTURE

The Undesigned Mind

Every organization is running a cognitive architecture it didn't design. This keynote names the invisible infrastructure, shows what it costs in the brain economy, and introduces the four-dimension framework that replaces assumption with deliberate design.

KEYNOTE

PANEL

ENTRY POINT

0 2 THINKING ARCHITECTURE

Before the Decision

Before your organization makes any decision, it makes a prior one – how cognitive work gets allocated. The cognitive allocation policy every organization needs before it touches another AI tool.

KEYNOTE

PANEL

AI STRATEGY

0 3 DECISION ARCHITECTURE

Signal. Decision. Accountability.

Organizations don't fail because they lack smart people. They fail because signal, decision, and accountability are collapsed into one role. DecisionOS unbundles them – and shows where AI belongs in each.

KEYNOTE

PANEL

GOVERNANCE

0 4 COMMUNICATION ARCHITECTURE

The Translation Layer

Signal fidelity between different cognitive systems determines whether the other three dimensions work in practice. The Cognitive Translation Protocol gives organizations the design tools to stop diagnosing people and start designing the interface.

KEYNOTE

PANEL

COMMUNICATION

THINKING ARCHITECTURE

AI Cognitive Strategy Matrix

The routing architecture. How to allocate cognitive work across human and AI systems — when to preserve judgment, when AI enhances it, when to offload entirely.

DECISION ARCHITECTURE

DecisionOS

The decision architecture. Signal, decision, and accountability as distinct cognitive roles — with AI governance built in at each layer.

COMMUNICATION ARCHITECTURE

Cognitive Translation Protocol

The communication architecture. Interface design between different cognitive systems. Six failure dimensions. Nine intervention modules. Measurable organizational outcomes.

- KEYNOTE** 45–90 minutes. One talk from the four-keynote series. Standalone or as part of a curriculum.
- PANEL** Moderator or participant. Cognitive architecture, AI strategy, neurodivergent leadership.
- SERIES** All four keynotes delivered as a complete cognitive architecture curriculum.
- PODCAST GUEST** Long-form conversation. AI strategy, neurodivergent leadership, brain economy.

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ORIGINAL KEYNOTES

3

ORIGINAL FRAMEWORKS

15+

YEARS ENTERPRISE SYSTEMS

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