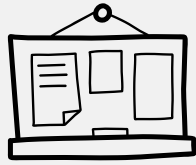


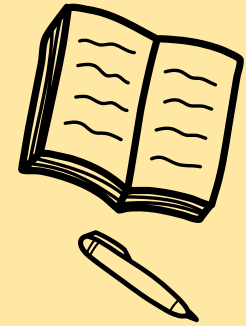
# 10+ Systemised Best Practices



A clear win-win scheme of things for everyone & company instilling confidence, strengths appreciation, methodical data powered engagement & performance

## 01 Hawthorne, Reciprocity & Strengths

Change at employee and manager levels from involvement and oversight by leaders. Reciprocity says that we pay back through impartial merit-based system of recognition for a higher-performing culture at scale. Gallup's Clifton strengths appreciation resonate strengths at scale.



## 02

### Segmentation & McKinsey 9-Box



Bain & Co found it grew performance 70% with 30% lower costs. McKinsey 9-box for method and visual analytics to spot high potentials, sensitively cut disengagement, make better succession decisions and manage people with more science

## 03

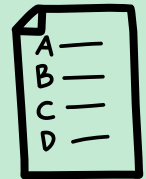
### ONA & Self Organisation



Deloitte for organizational network analysis to grow collaboration levels and realize productivity gains from this discovery process. Autonomous self-organization from human relations theory to grow trust between managers and employees with better coaching and navigation

## 04

### Ulrich's MOE & Leaders Capital



Ulrich's MOE market-orientated ecosystem with consistent set of priorities and values. Model ties CXEX into seamless system to capitalise on 2% growth in managerial engagement grows employee engagement 5-6%, with customer satisfaction growth of 1% as knock on effect. Ulrich leadership capital model gives leaders an index or score for people management effectiveness

## 05 Quantitative Engagement

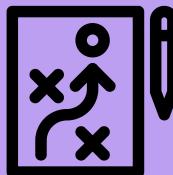
Oxford Groups engagement framework for discussions between managers and employees. Quantitative modern management theory for greater understanding with reinforcement learning, decision trees and large search spaces



## 06

### AI Canvas & Gamification

Agrawal's AI canvas helps grade how well a system simulates, predicts and makes decisions with pathfinding for gamification



## 07 CSP & Travelling sales

CSP constraint satisfaction and travelling salesman solutions in computation engine. Works out the cheapest and best routes to goal points. Evidence based interventions shape quality and ROI

