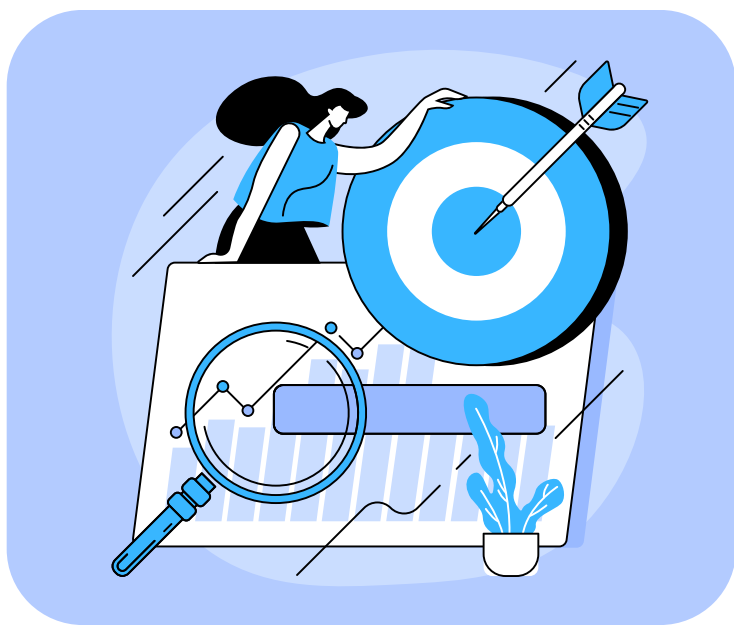


HUMAN CAPITAL AGI

more valuable growth lever than ever before

LOW HANGING FRUIT

Headcounts helped in 2008 crisis. Less structural complexity 5 years after. Less operating complexity after that. Today needs a combination of these tied to workforce engagement



70%

Segmentation was a winning strategy for Napoleon, Genghis Khan and Alexander the Great. Bain & Co shown it grew productivity 70% and cut costs 30% without headcounts.



Segmentation is called data clustering to AI people. It makes better sense for the business to own this part of the data jigsaw.



147% higher EPS
9:1 ratio of engaged to actively disengaged



9% higher TSR
50-60% of workforce is engaged



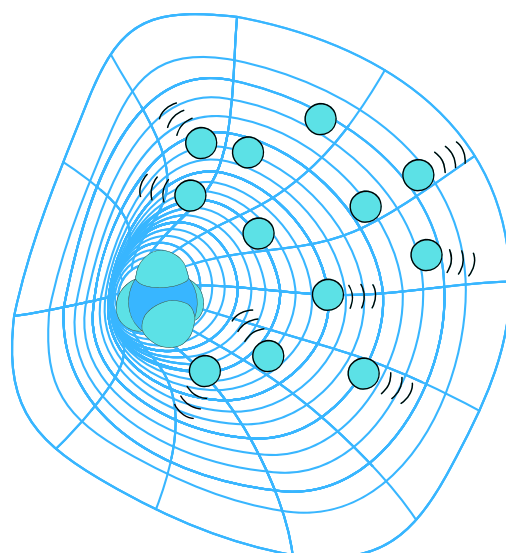
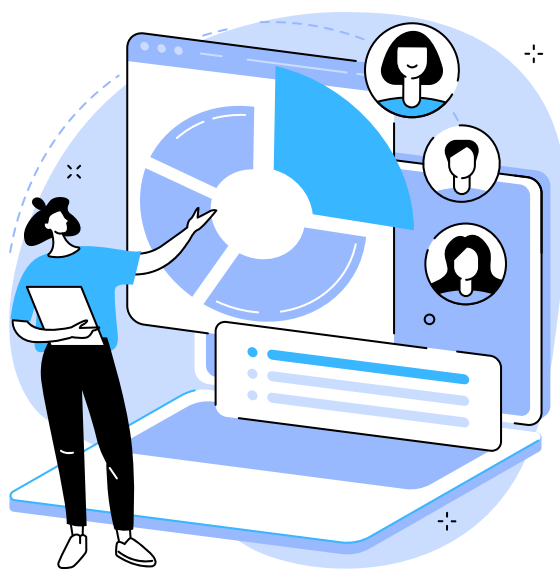
24% higher TSR
60-70% engagement density (WTW).



Growth Inhibitors
Tech & methods lag considerably.

PRIORITIES

People costs are a third of revenues and 2.5 times more valuable than all real estate, inventory, and IT but half is spent on HRMS vs CRM. 20 times this is spent on leadership training but programs fail to deliver (McKinsey)



A space model arms AGI with vision and mental processes with machine learning able to simulate and recommend.