SCALED ADOPTION & ENTHUSIASM

SIMPLICITY TO **SOPHISTICATION**

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how the model works

to support something simple or a more sophisticated

The top features are enhanced data representation, depth and perspective, high information density, solid contextualisation, and interactive exploration. In software, mathematical, and physical terms, it makes designing and developing machine learning systems able to see, think, and problem-solve. It does equally well at the individual level as at the enterprise scale.

Table top Model

The model at the base level represents a pinnacle of excellence, seamlessly supporting core engagement, development and performance management capabilities. The tabletop model makes AI's black box much more explainable, which is otherwise impractical in how machine learning systems are built today.

This tabletop model provides a tangible representation of the technical system, making it easier for stakeholders and end-users to visualise how the system works and a hands-on learning experience, allowing users to interact with the model powering AI in a controlled and accessible environment. It also effectively communicates the value proposition of the technical system to stakeholders and end-users.

"Simplicity is the ultimate sophistication."
- Leonardo da Vinci

Hit the ground running for reviews

Annual or half-year appraisals don't sufficiently address ongoing performance issues or give timely recognition. Recency bias is another problem where more recent events can tarnish long-term contributions and perceptions. Talking about past performance must also follow with future development plans.

The tabletop model helps move towards monthly reviews that also combine to give coaching and mentoring in future-focused terms. It allows managers to see and plan better with context, narratives and navigation. It means novices can accelerate their coaching and development skills, mastering engagement, performance and productivity management.

- 70% of engagement variances are down to the line manager alone (Gallup)
- Coaching is the difference between great and basic or adequate managers. Only 16% say annual appraisals inspire improvements (Gallup)

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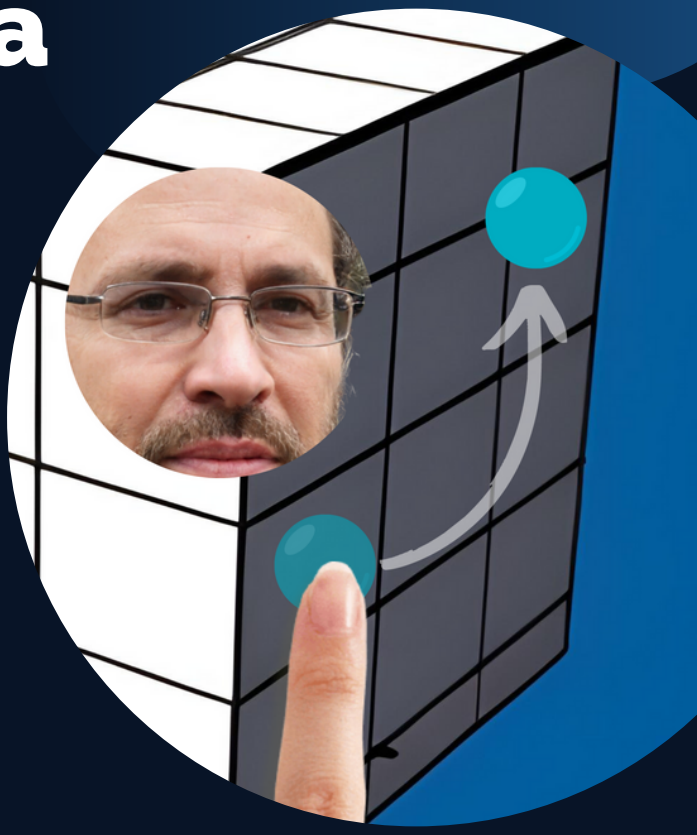
Inference data validation



A tabletop model is put onto a desktop screen to capture information on current and future states with notes and a pathway to promote movement. This helps with less emotionally charged discussions, keeps a forward-looking focus and gives idle or stagnant employees something to self-organise around.

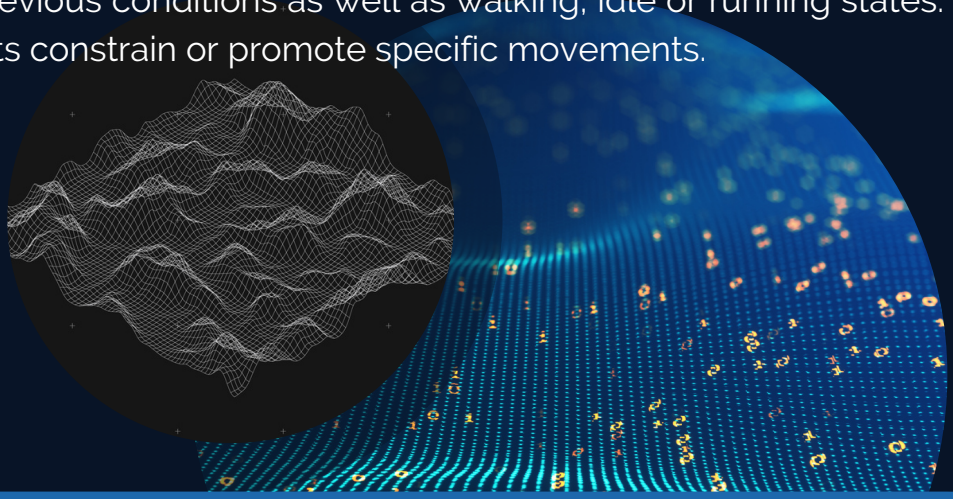
Data can also be pulled in from ERP or DBMS systems, and inference data vetted or modified to give a meta-model of truth. This gives a fuller picture of how things are with managers able to use richer operational data, more seamless data sharing and integration, breaking down silos and getting a holistic understanding of an individual.

Process variations of 100 to 5,000 times more than people imagined found in most end-to-end ERP processes

9 or 36 segments per surface

The core model features nine segments that cover each and every employee in role terms, readiness states, tenure, seniority or other attributes. Each segment can be broken down into niches or subsegments and/or combined with a layered peak and trough surface. Whatever the options, our solution can cope with much more algorithmic sophistication without model fatigue.

A node represents an employee of a company appearing once on each surface. Pathfinding on this knowledge-distilled cube can use various algorithms, including A* (A-star) or Dijkstra's algorithm. Multiple goal positions, weighting (revenue growth, cost reduction or risk mitigation) and pathway scoring (utility values) to more favourable points. Risks are assessed through next or previous conditions as well as walking, idle or running states. Open and closed lists constrain or promote specific movements.



Expert systems capture specific domain expertise and knowledge to make intelligent recommendations. Decision trees lend to vector machines (SVM), and knowledge graphs lend complex relationships between entities. Abstraction must reduce complexity, remove irrelevant details and expose only what is necessary.

"Knowledge is power, but knowledge shared is power multiplied." - Robert Noyce