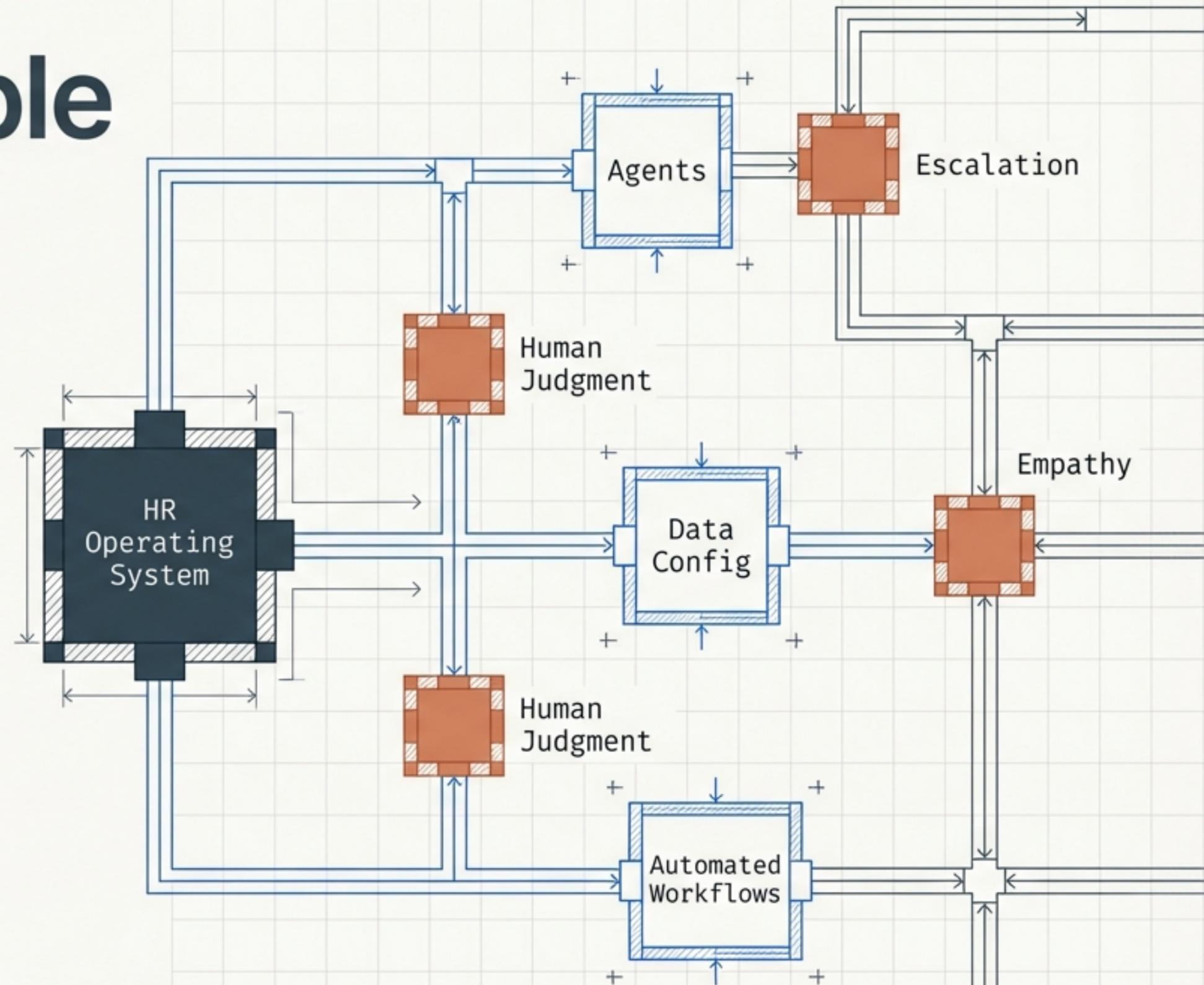


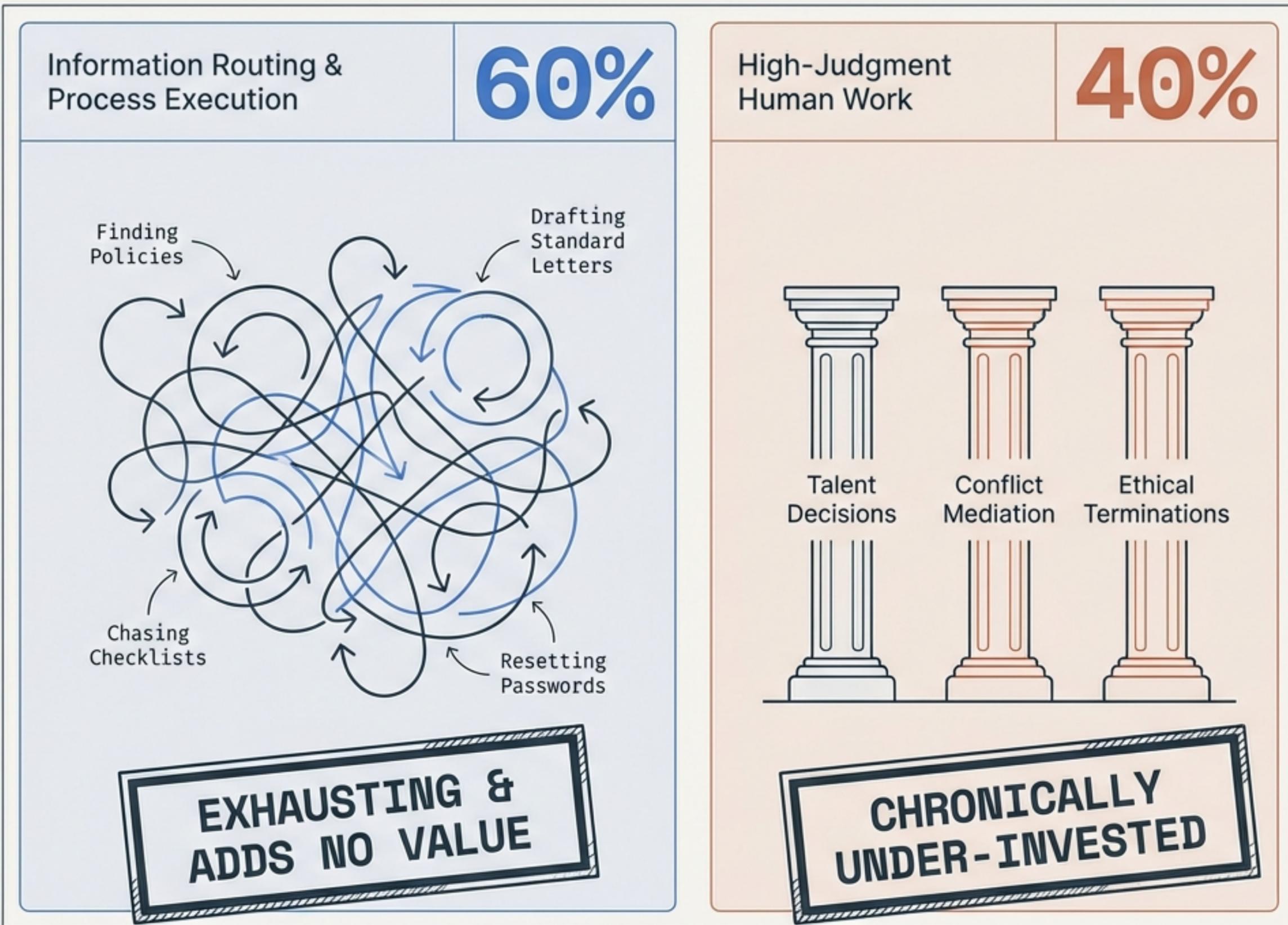
AI-Native People Operations

Reclaiming the 40%: From Administrative Overhead to Institutional Intelligence.



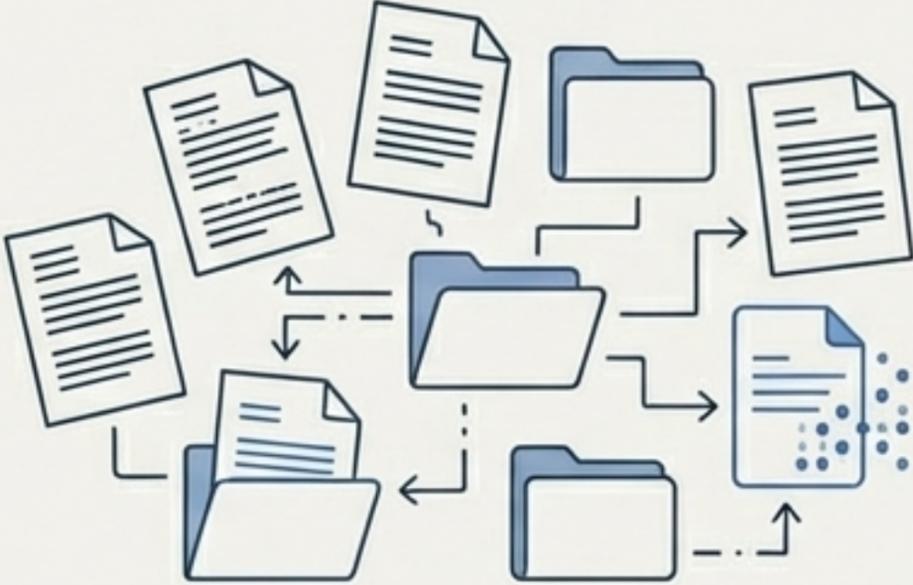
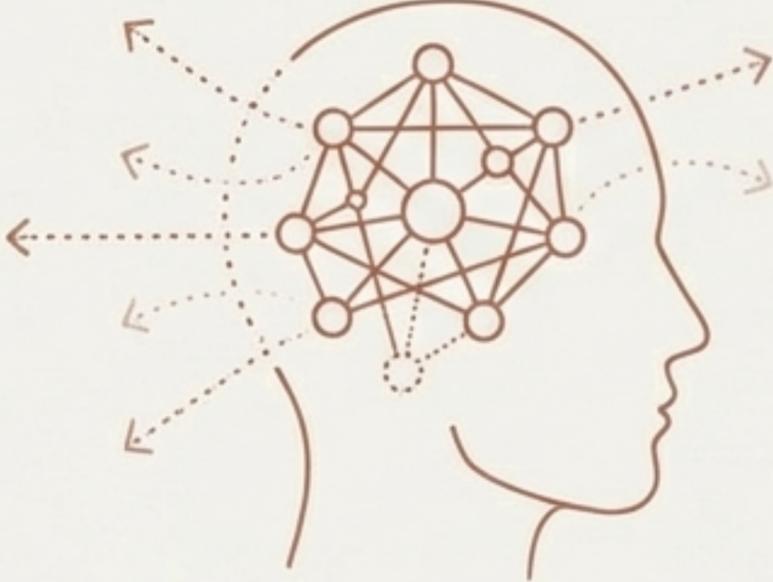
The 60/40 Trap of Modern HR Operations

The goal of AI is not to replace the HR function, but to eliminate the noise so human professionals can finally execute the work that matters.



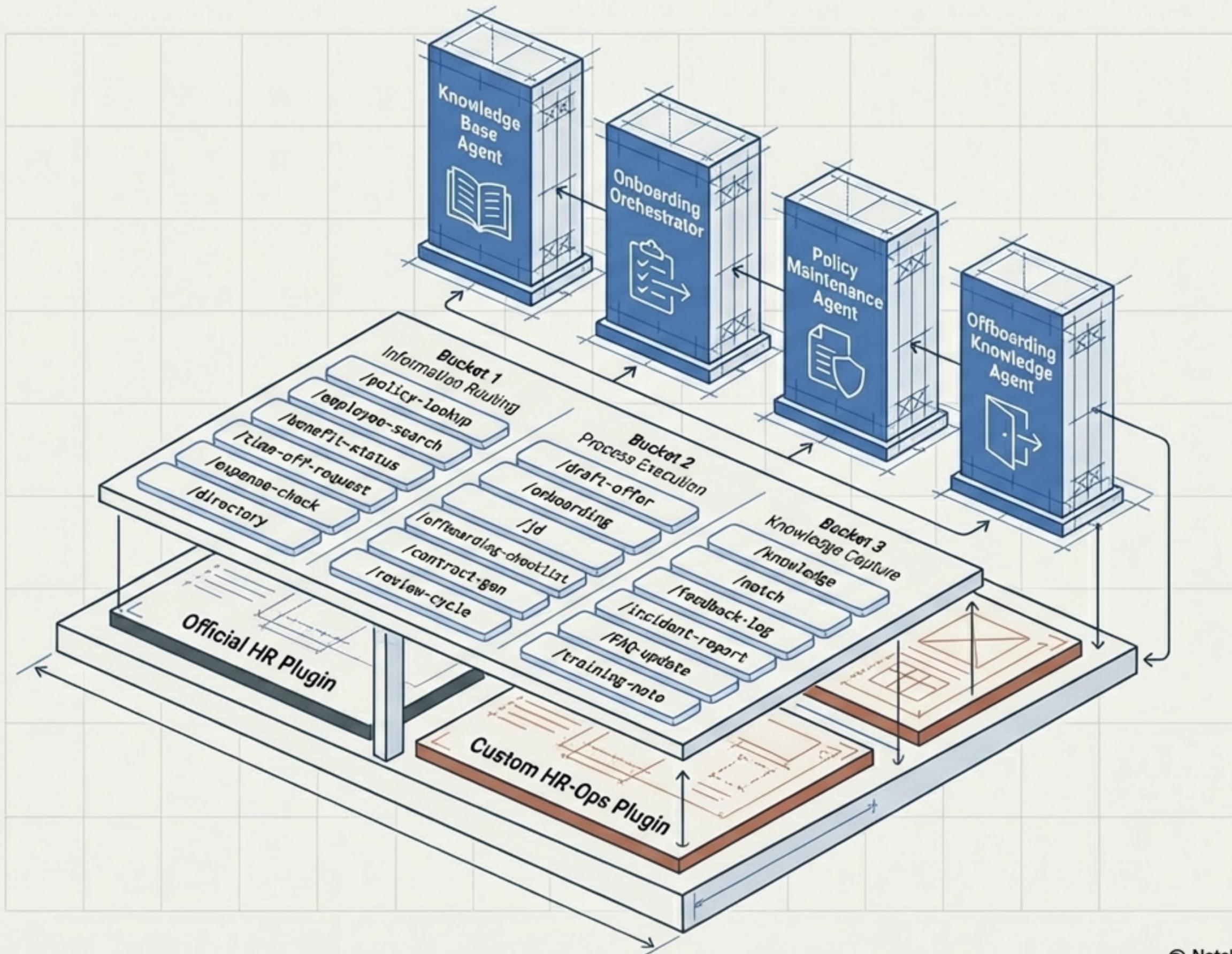
The Evaporation of Institutional Memory

HR operations degrade when explicit knowledge is unfindable and tacit knowledge vanishes.

Explicit Knowledge	Tacit Knowledge
	
<p>Where it lives: Documents, employee handbooks, wikis, and HRIS.</p>	<p>Where it lives: In people's heads. Unwritten rules, relationship nuances, and historical context.</p>
<p>The Problem: Scattered across systems, buried in legal jargon, and practically inaccessible without asking a human.</p>	<p>The Problem: Completely invisible to the organization until it is urgently needed.</p>
<p>Loss Trigger: Documents become outdated or lost in the system.</p>	<p>Loss Trigger: The person leaves the organization, and the knowledge evaporates permanently.</p>

Architecting the AI-Native HR Stack

A three-layered system blueprint mapping tools to HR functions.

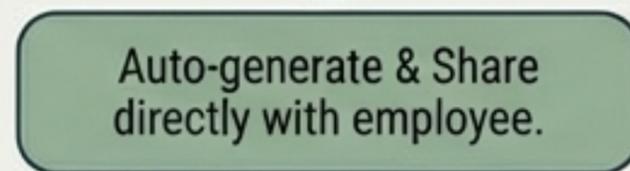
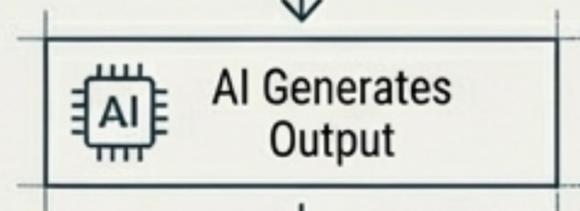
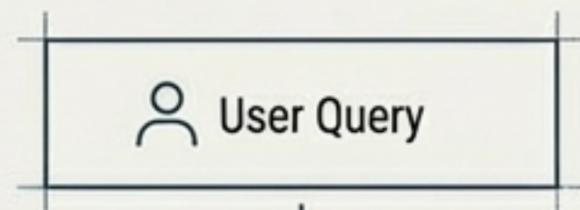


Safety Boundaries and the Escalation Protocol

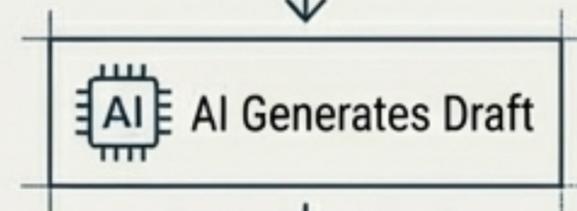
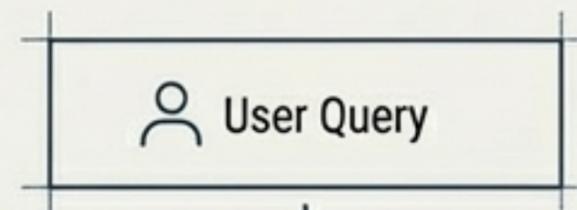
Enterprise-grade risk management ensuring AI handles the patterns while humans handle the people.



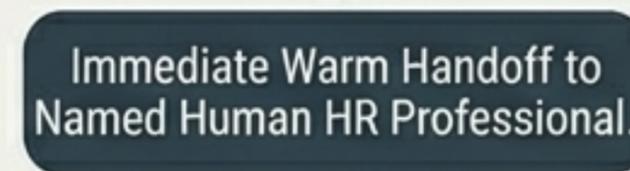
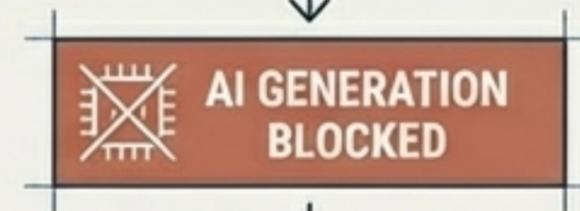
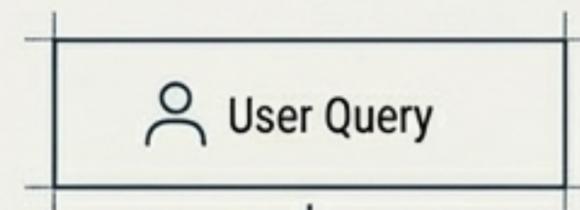
Covers: Policies, Job Descriptions, General Queries.



Covers: Offer Letters, Salary Data, Performance Reviews.

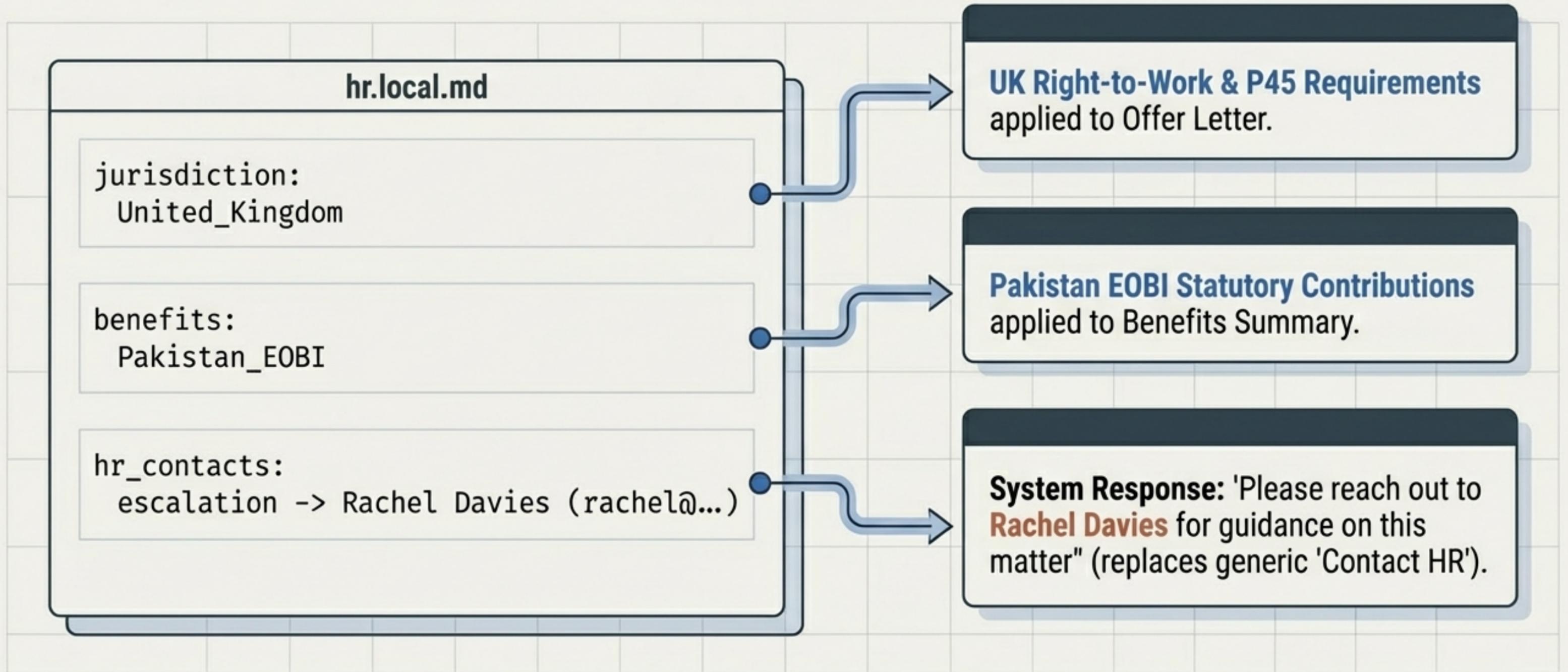


Covers: Medical Issues, Disciplinary, Terminations.



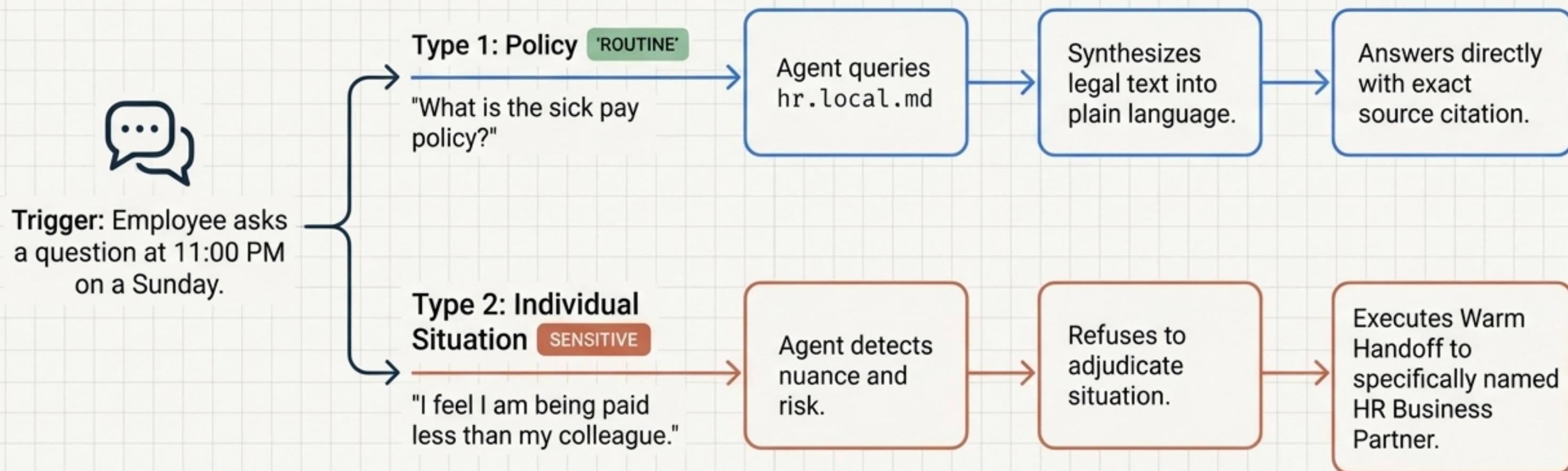
Context is Everything: The Configuration Layer

The AI does not guess; it is strictly **governed by your localized configuration file** to prevent **best-practice** hallucinations.



Always-On Information Routing: The Knowledge Base Agent

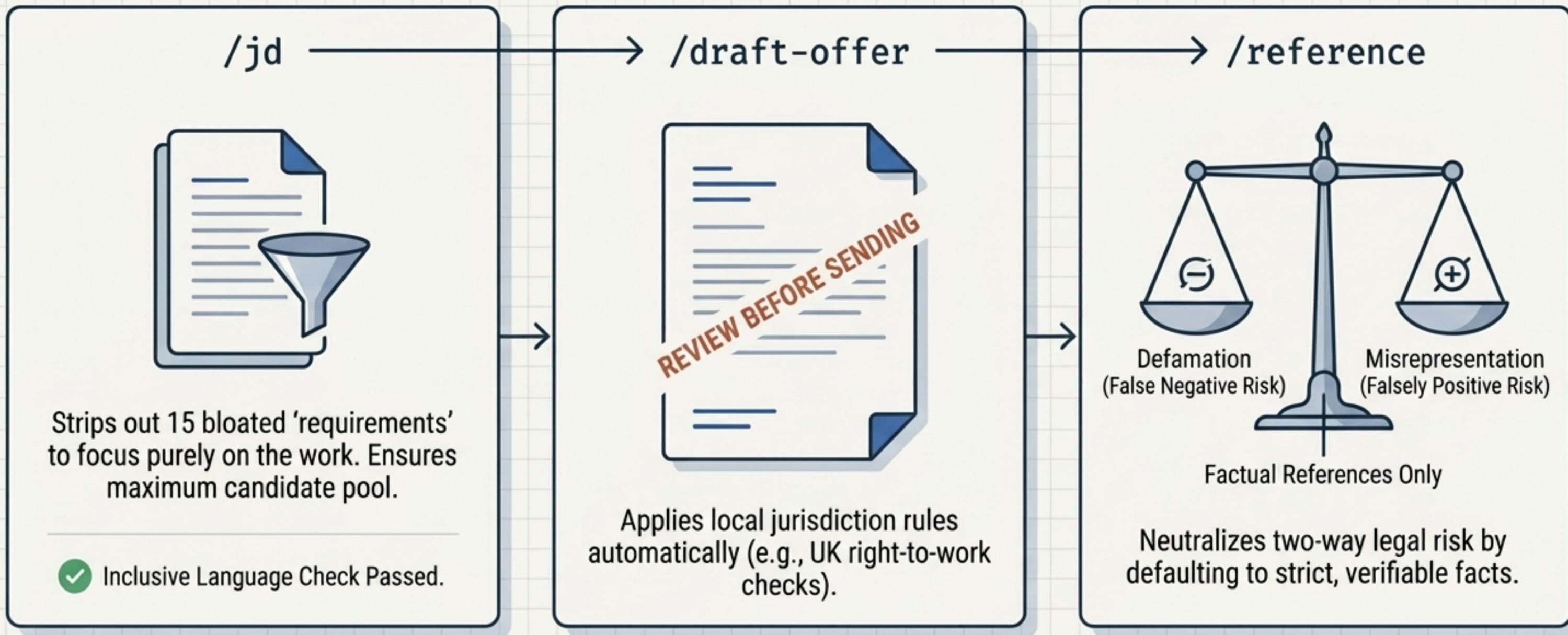
Protecting the 40% human work by automatically resolving the 60% admin queries.



CONFIDENTIAL

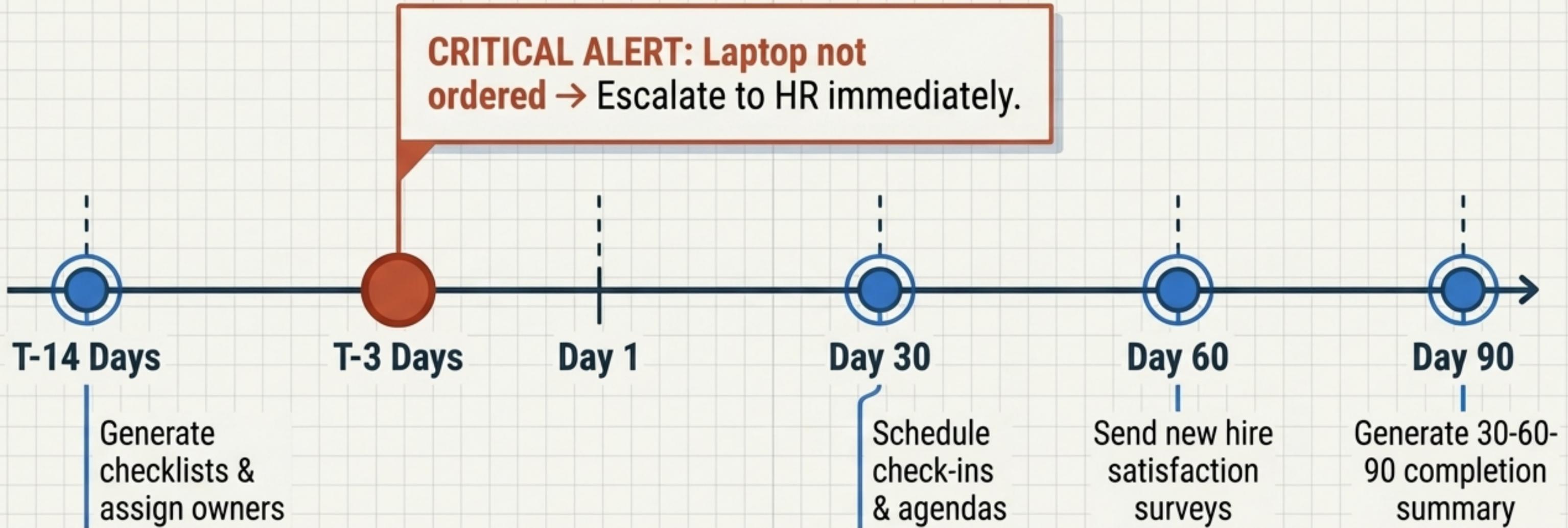
High-Fidelity Talent Acquisition and Documentation

Managing high-volume document generation at scale without sacrificing quality or compliance.



Process Execution: Orchestrating the First 90 Days

Event-triggered agents operate as continuous administrative safety nets.



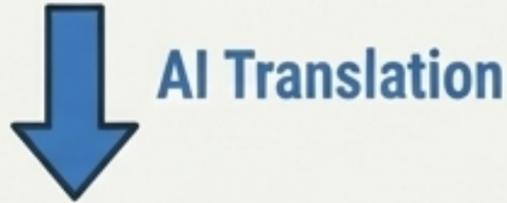
Catching administrative failures before they ruin a new hire's Day 1.

Eliminating Bureaucracy from Performance & Talent

Upgrading vague feedback and internal succession planning with structured data.

Performance Reviews: Vague to Specific

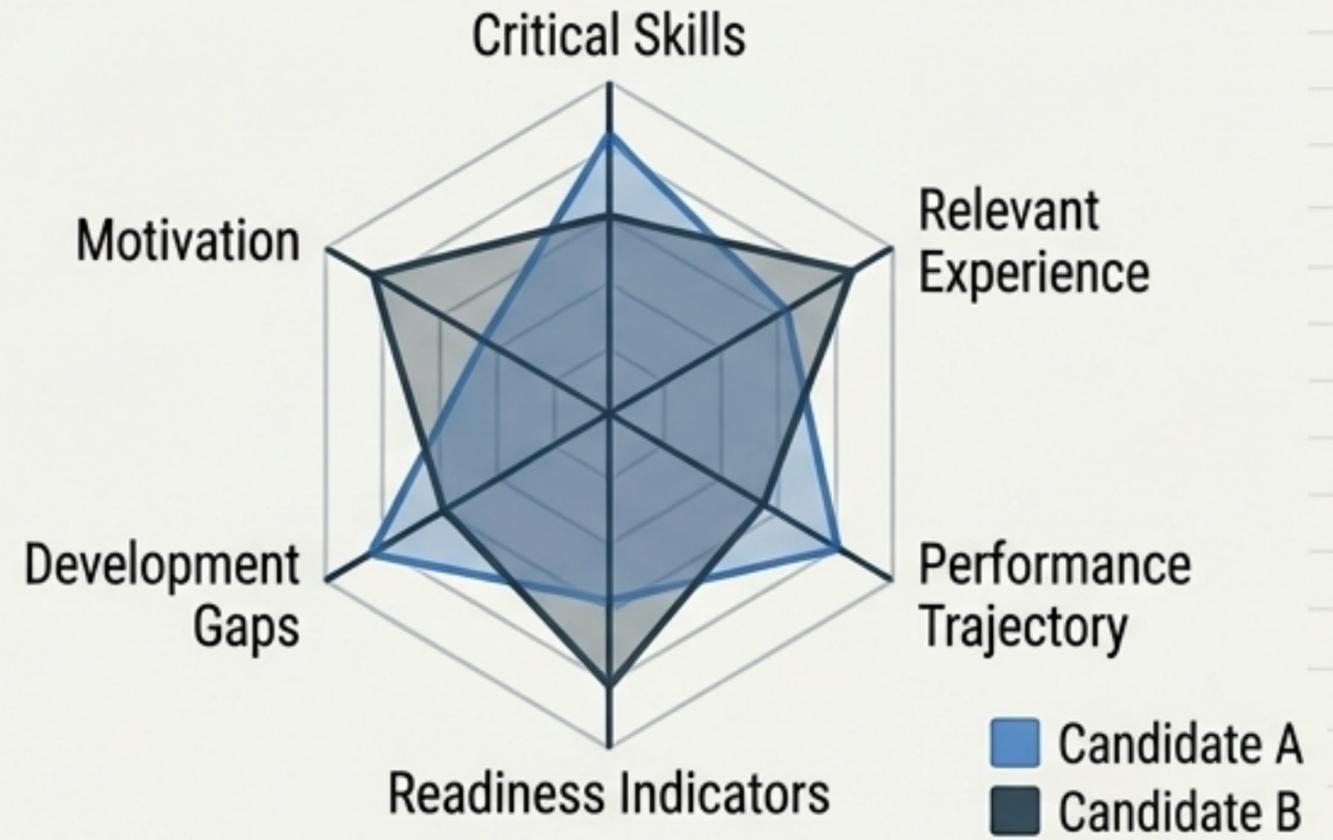
“She isn’t proactive.”
[Tagged: Legal Risk / Personality]



“In Q3, 3 initiatives in your remit were identified by others rather than proposed by you.”
[Tagged: Actionable / Behavioral]

 **System Rule Enforced:** Maximum 2 Development Areas permitted to force manager prioritization.

The Six-Dimension Talent Assessment (/match)



Tag 1: [READY IN 6 MONTHS - Needs specific project exposure]

Tag 2: [DEVELOPING - Strong pipeline, 18-24 months]

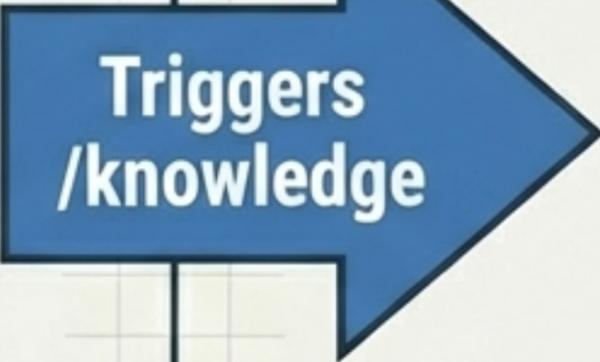
Institutional Knowledge Capture

Proactive preservation of tacit knowledge before the employee mentally walks out the door.

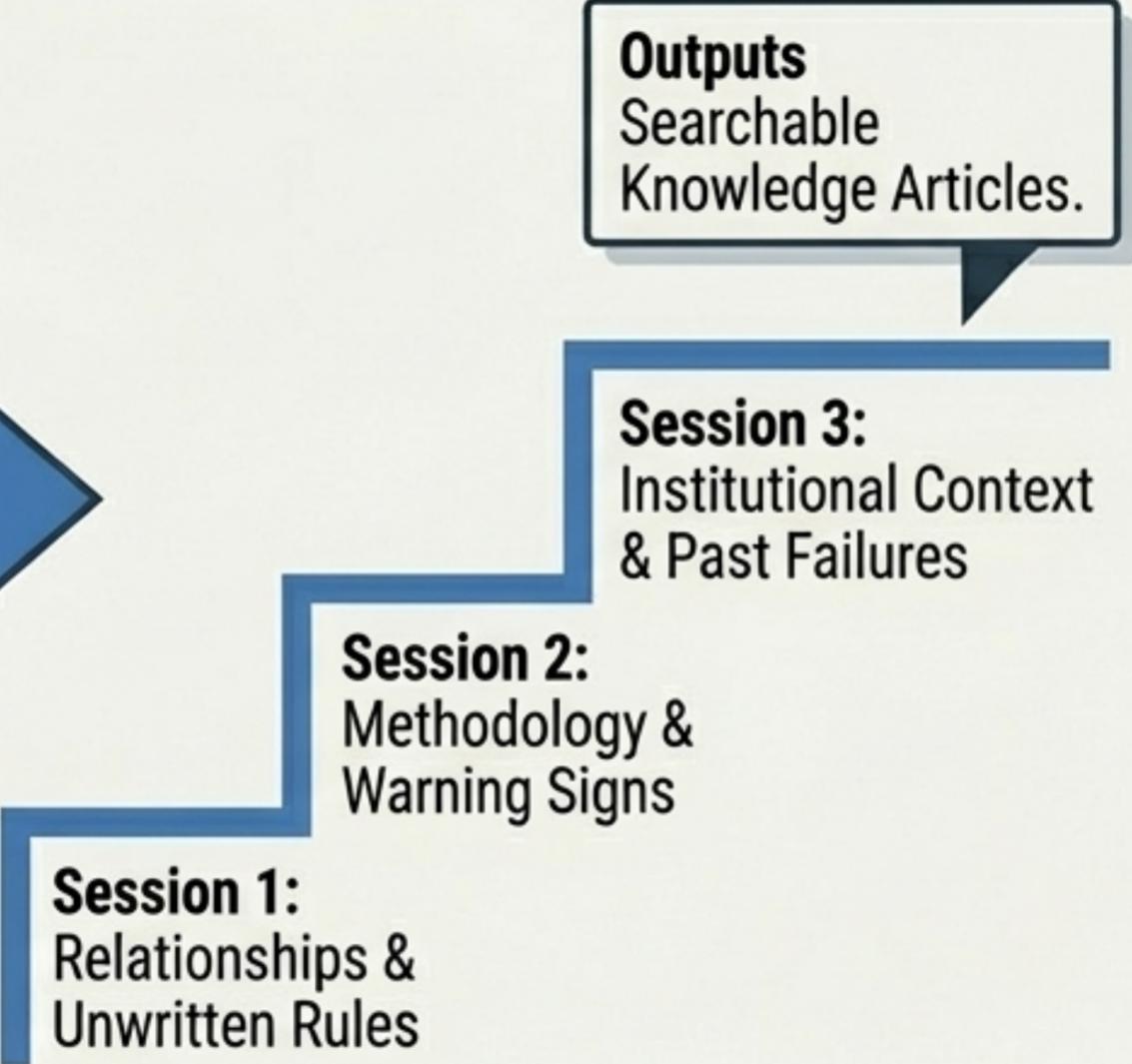
5-Factor Risk Scoring

Heatmap Matrix	1	2	3
Tenure	1	2	3
Role Criticality	1	2	3
Documentation Level	1	2	2
Successor Readiness	1	2	3
Revenue Impact	1	2	3

Total Score: 14
Score 11-15: **HIGH RISK ZONE**

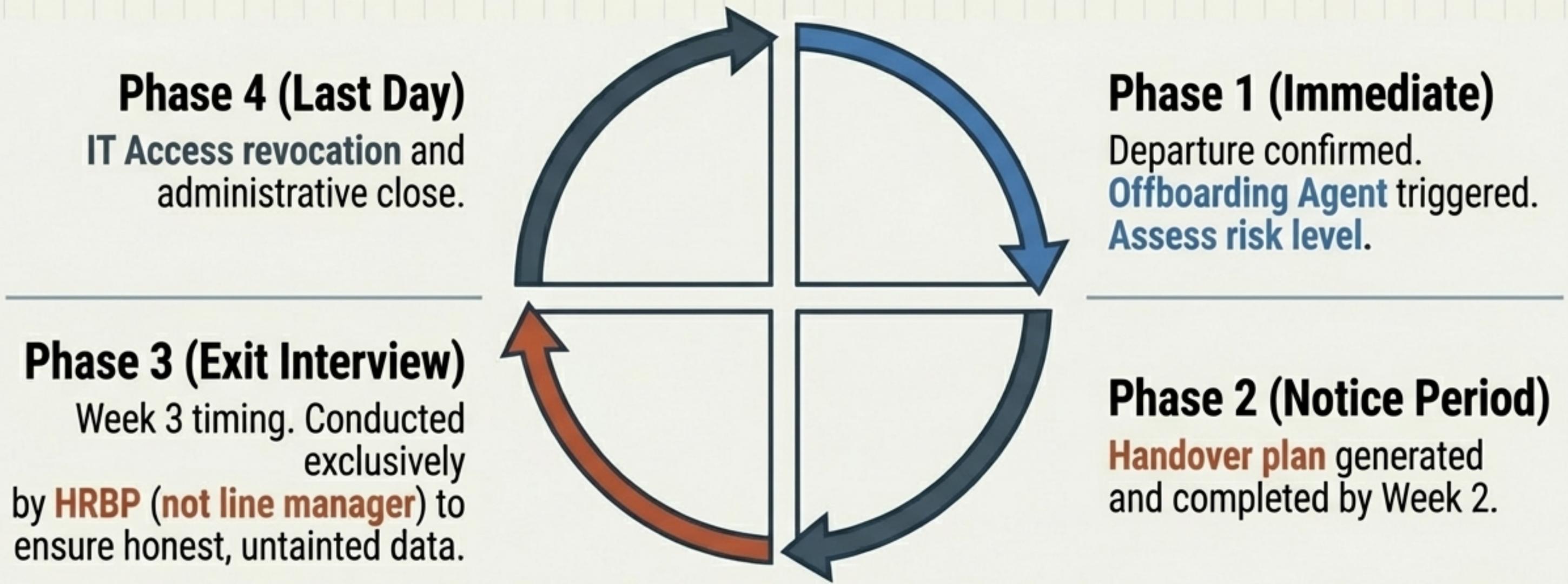


Structured Capture Flow



The Four-Phase Offboarding Transition

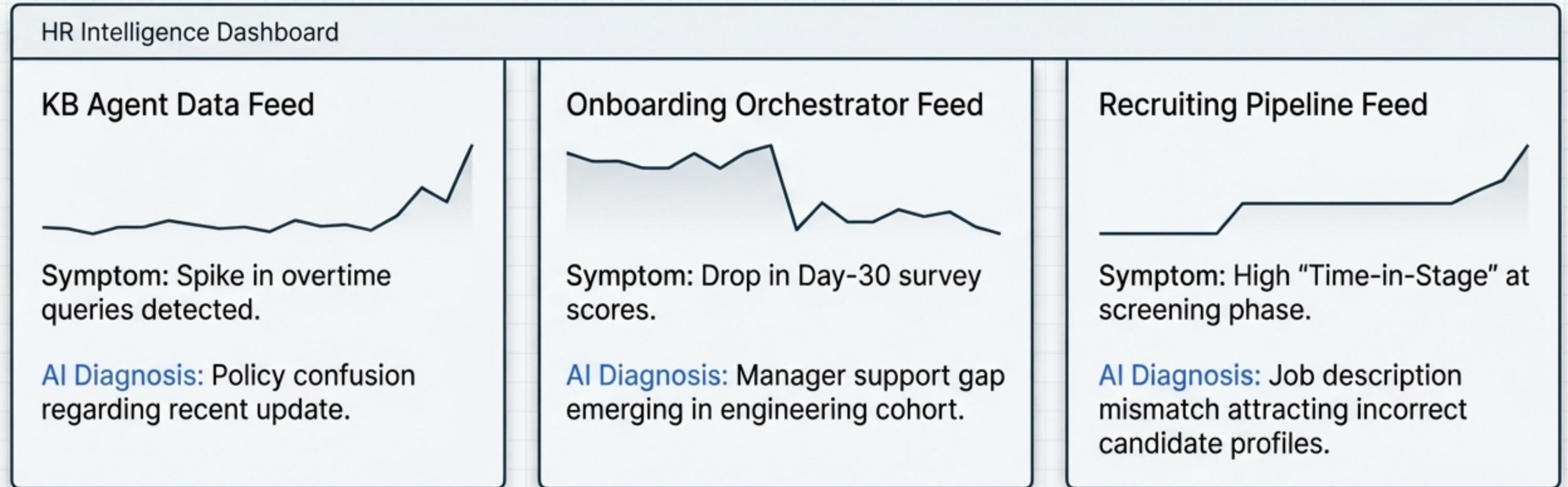
Structuring departures to protect the organization and the team.



Takeaway: If the substantive knowledge transfer work is happening on the last day, the process has already failed.

Continuous Intelligence: Agents as Sensors

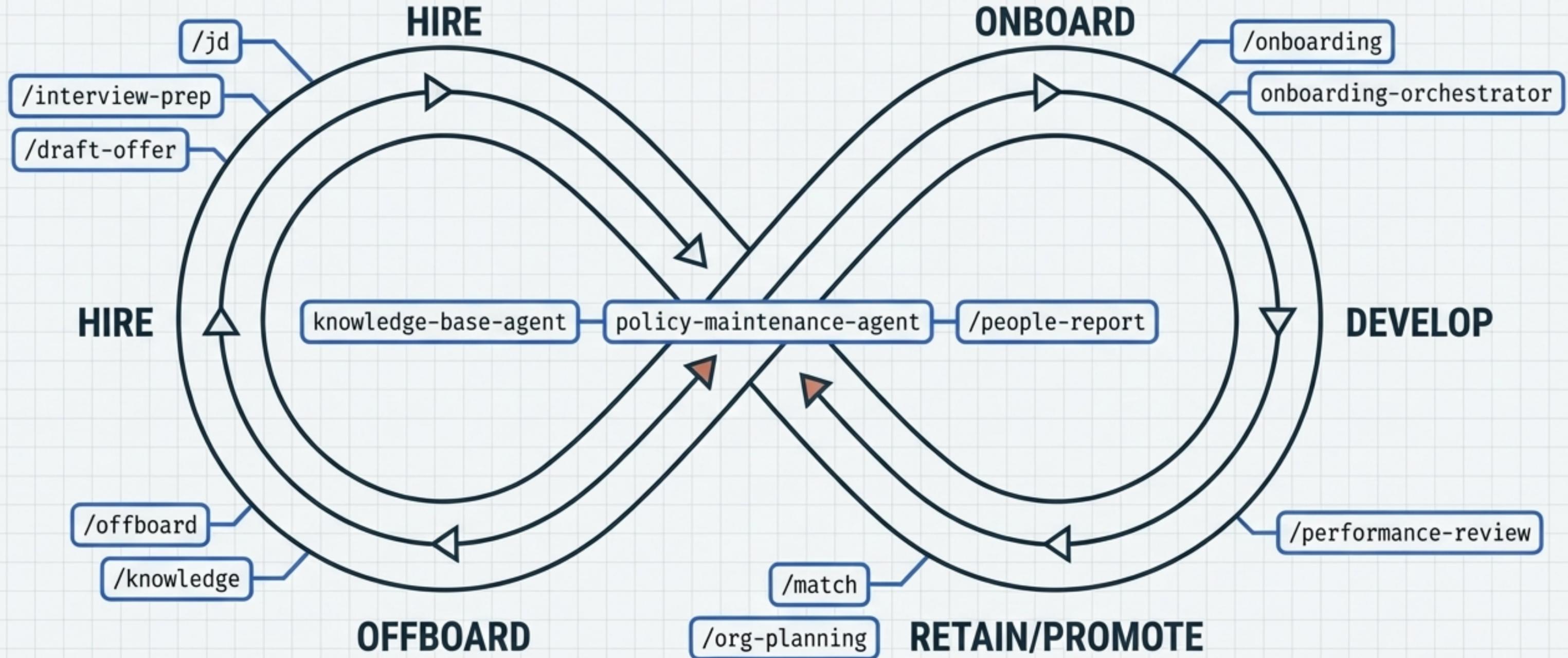
Shifting from basic automation to early-warning people analytics.



Agent reports are not IT system logs; they are vital business intelligence signals for the CHRO.

Synthesis: The AI-Native Employee Lifecycle

End-to-end orchestration capability across the entire employee journey.



AI Handles the Patterns. Humans Handle the People.

40%

- Terminations with dignity and due process.
- Ethical decisions and complex grievance investigations.
- Conflict mediation and trust-building.
- Genuine talent judgment and human potential.

AI does not replace HR judgment. It provides the operational leverage required to actually exercise it.