

ANCHOR™ Two-Page Pilot Summary

Procurement-Ready

The Problem Your People Team Is Solving

Right now, managers across your organisation are making people decisions without structured support. They're hesitating when they should act. Escalating when they don't need to. Making inconsistent calls that create comparison grievances later.

Every unnecessary escalation is time your People team isn't spending on strategic work. Your People team has become the decision-clearing house — not the strategic function they were hired to build.

£30-50k	£50-150k+	6-12 months
Legal fees before outcome	Average discrimination settlement (uncapped)	Management time per case

What ANCHOR Does

ANCHOR™ is an AI decision-support tool that gives managers structured framing at the exact moment they hesitate. Three minutes instead of three weeks. HR retains oversight without being dragged into every decision.

It surfaces what's invisible (capacity, barriers, intent vs impact), frames decisions consistently, and creates an audit trail. The human always decides. ANCHOR steadies the decision-maker.

What This Pilot Includes

- Limited rollout (agreed manager cohort)
- 10-week evaluation period
- No system replacement, no personal data required
- Human-in-the-loop always — ANCHOR frames, humans decide
- Clear stop/scale decision at the end

What We Measure

This pilot measures whether ANCHOR helps your People team move from reactive to strategic:

- Time-to-decision: three minutes of structured framing vs weeks of hesitation and escalation
- Escalation volume: how many decisions reached HR that didn't need to
- Decision confidence: do managers feel safe to act? (pre/post survey)
- Consistency: are similar situations handled similarly? (audit sample)

What It Is NOT

- ✗ Not performance management software (no employee tracking)
- ✗ Not a diagnostic tool (doesn't label people)
- ✗ Not legal advice (so Legal can't block it)
- ✗ Not a chatbot replacing HR (you stay in control)
- ✗ Not another system to learn (no login, no dashboard, no certification)

Data & Governance

- ✓ No personal data required — scenario-based, anonymised input
- ✓ No employee monitoring or behavioural scoring
- ✓ Optional audit logs for governance (your data, your control)
- ✓ Aligned with existing HRIS/workflows
- ✓ Procurement-safe: clear boundaries, clear disclaimers

The Decision

Your People team was hired to lead strategically. Every week they spend clearing decisions that managers should handle independently is a week they're not building the function you need.

This pilot costs you 10 weeks and a small cohort's time. It answers one question: can ANCHOR help your People team move from firefighting to leading?

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ANCHOR™ — Decision support for People teams