

ANCHOR™ Objection Handler

What to say when they push back

Every objection is a version of the same question: “Is this worth changing what we do?” Your job isn’t to overcome objections — it’s to show that the current situation is the cost.

“We already have training for this.”

Training builds knowledge. ANCHOR applies it at the moment the decision is made. Right now, your managers know what good practice looks like — and they’re still escalating to your People team for confirmation. That’s not a knowledge gap. That’s a confidence gap. ANCHOR closes it in three minutes — so your People team stops being the bridge between training and action.

“Legal won’t approve AI making decisions.”

Good — neither would we. ANCHOR doesn’t make decisions. The human always decides. What ANCHOR does is surface what’s invisible and frame the decision consistently. Legal will appreciate the audit trail — it’s evidence of considered decision-making. That’s exactly what they’ll want when someone brings a claim.

“We don’t have budget for new tools.”

The real cost isn’t the tool. It’s your People team’s time. Every unnecessary escalation is an hour they’re not spending on the strategic work you hired them for. One tribunal costs £50-150k+. The Sprint is £1,000 and gives you a clear answer in 7 days.

“Our managers won’t use another tool.”

Right now, what do your managers do when they’re stuck? They escalate to HR, delay, or guess. That’s the current “tool.” ANCHOR isn’t a new workflow — it’s a three-minute pause before the decision they’re already making. No login, no dashboard, no certification. Lower friction than sending an email to HR.

“We need to focus on bigger priorities.”

While you’re focused on bigger priorities, your People team is being pulled into decisions that should never reach them. That’s not a small problem — it’s the reason the bigger priorities keep getting pushed back. ANCHOR gives your People team their capacity back so they can actually focus on what matters.

“How is this different from our HR chatbot / policy portal?”

Policy portals tell you what the rules are. Chatbots answer process questions. Neither helps when a manager is facing a real, messy, ambiguous situation. ANCHOR frames the specific decision in front of them — capacity, barriers, intent vs impact — in three minutes.

“What about data privacy?”

ANCHOR works on scenarios, not identities. “An employee is struggling with meetings” rather than “Sarah in Finance.” No personal data required. No employee monitoring. Optional audit logs are for governance learning — your data, your control.

“We need to see case studies first.”

In 10 weeks, you’ll have your own. With your policies, your managers, your scenarios. The £1,000 Sprint gives you three converted scenarios in 7 days — that’s your proof of concept. If ANCHOR doesn’t work for your organisation, you’ll know fast.

The meta-objection: Every pushback is a reason to delay. But every week of delay is another week your People team spends firefighting instead of leading. The question isn’t whether ANCHOR is perfect. It’s whether the current situation lets your People team do the work they were hired to do.

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ANCHOR™ — Decision support for People teams