

ANCHOR™ Pilot

What this pilot proves in 10 weeks — before any scale decision.

THE PROBLEM

Your People team’s capacity is being consumed by decisions that should never reach them. Managers hesitate → HR becomes the bottleneck → strategic work gets pushed back.

THE PILOT ANSWERS

Does this free up People team capacity?

Managers move from “can I do this?” to “I have what I need to act” — in three minutes.

Does this help managers act with confidence?

Decisions framed with capacity, barriers, and inclusion considerations — before escalation.

Does this let the People team lead strategically?

Fewer unnecessary escalations. Clearer thresholds. Time back for the work that matters.

Faster Decisions	People Team Capacity	Earlier Intervention	Consistency at Scale
Three minutes instead of three weeks	Strategic work replaces firefighting	Issues addressed before ER, OH, or attrition	Same framing across teams — without bureaucracy

WHY THIS IS LOW RISK

- ✗ No system replacement
- ✗ No personal data required
- ✗ No AI making decisions
- ✓ Human judgement retained
- ✓ Clear audit boundaries
- ✓ Safe for Legal review

THE OUTCOME

ANCHOR™ turns your People team from the bottleneck into the strategic function they were hired to build — not through training, not through policy, but through structured support at the point of decision.

This pilot tests decision quality, not behaviour. If yes → rollout becomes a governance decision, not an experiment.

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ANCHOR™ — Decision support for People teams