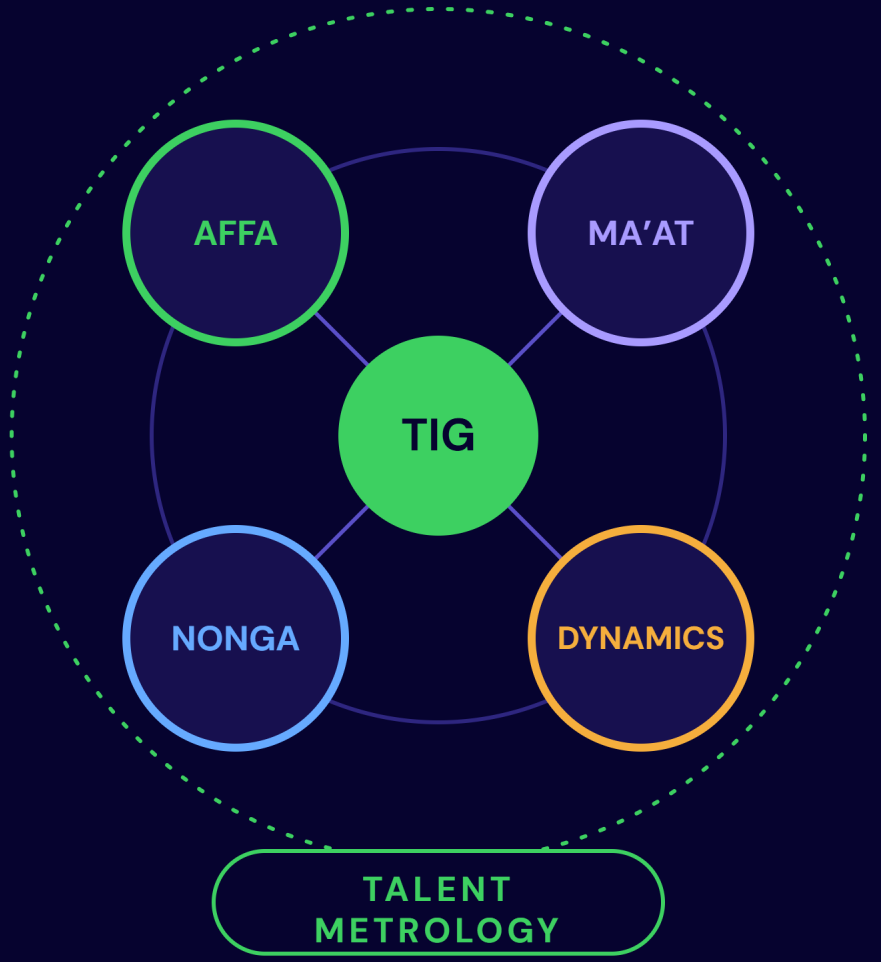
Genie Capital

TALENT INTELLIGENCE GENIE

The Compounding of Talent.

Your firm is managing its most critical capability with a rearview mirror. TIG is a closed-loop operating system that turns your people from a cost center into a compounding engine of innovators and valuable contributors.

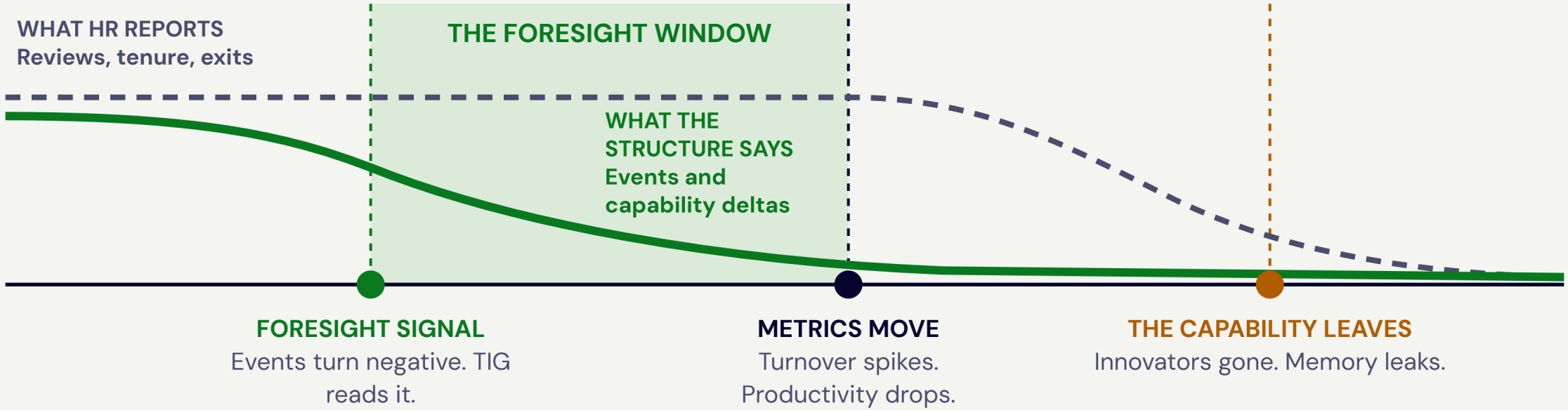


Embedded Capabilities. Independence. Truth. | Genie Capital Ltd.

Prepared by Genie Capital Ltd | Otto Beseka Isong

THE PROBLEM · THE REARVIEW MIRROR

When the P&L shows it, the value is gone.



You pay for 100% of the salary and get 60% of the effort. Foresight acts inside the green window, before the quarterly numbers force a reaction. *Illustrative.*

THE PROBLEM · FOUR EXISTENTIAL THREATS

Four threats form upstream of the P&L.

NONGA

The Disposability Trap

The Revolving Door

People are a cost to cut. When they leave, memory leaves, and you rent it back at a premium.

Foresight into the true cost of churn

DYNAMICS

The Talent Error

The Peter Principle on steroids

Specialists are pushed into management to earn more. You get mediocre leaders and lose innovators.

Foresight into mis-seated talent

MA'AT

The Silent Capture

Governance and ESG risk

Units drift from the core purpose toward narrow interests. You learn it when the regulator does.

Foresight into capture

METROLOGY

The Scalar Trap

The Hollow Ledger

One number stands for human complexity. Targets are met while learning and innovation are zero.

Foresight into the hollow ledger

Each threat has a protocol that answers it. Together, on one measurement base, they form TIG.

THE OLD WAY VS. THE NEW WAY

From cost center to compounding capability.

THE TRADITIONAL MODEL	THE TIG CLOSED-LOOP SYSTEM
Cost center: people are overhead to be minimized.	**Value generator:** people are innovators and contributors to be compounded.
Time: promotes on tenure and past performance.	**Events:** promotes on pre-registered forecasts and real-time derivative yield.
Static: job descriptions and 9-box grids.	**Dynamic:** a vector of Endowments, Skills, Motivation and Presence.
Reactive: acts only when the quarterly numbers drop.	**Predictive:** an immune system that catches drift before it hits the accounts.

THE SYSTEM · A CLOSED-LOOP OPERATING SYSTEM

Four protocols on one measurement base.

AFFA
DECISIONING

Whose Seat does this serve?

The pulse of motivation. Every action is taken for the widest legitimate Seat.

MA'AT
GOVERNANCE

Who is capturing the core?

The constitutional floor. Scans for systemic capture before it eats the firm.

NONGA
INTEGRATION

Who may cross the boundary?

The rule of entry. Moves the firm's boundary to ingest and integrate new talent.

DYNAMICS
EVOLUTION

Where is talent moving?

The physics of motion. Reads events and routes leverage to force growth.

THE LOOP CLOSES: every event feeds the next decision

Talent Metrology

The thermodynamic ledger under every protocol. A dual-flow architecture where every action is recorded, validated and traced back to the Origin.

THE PULSE · AFFA · DECISIONING

Every decision has a Seat.

Perspective

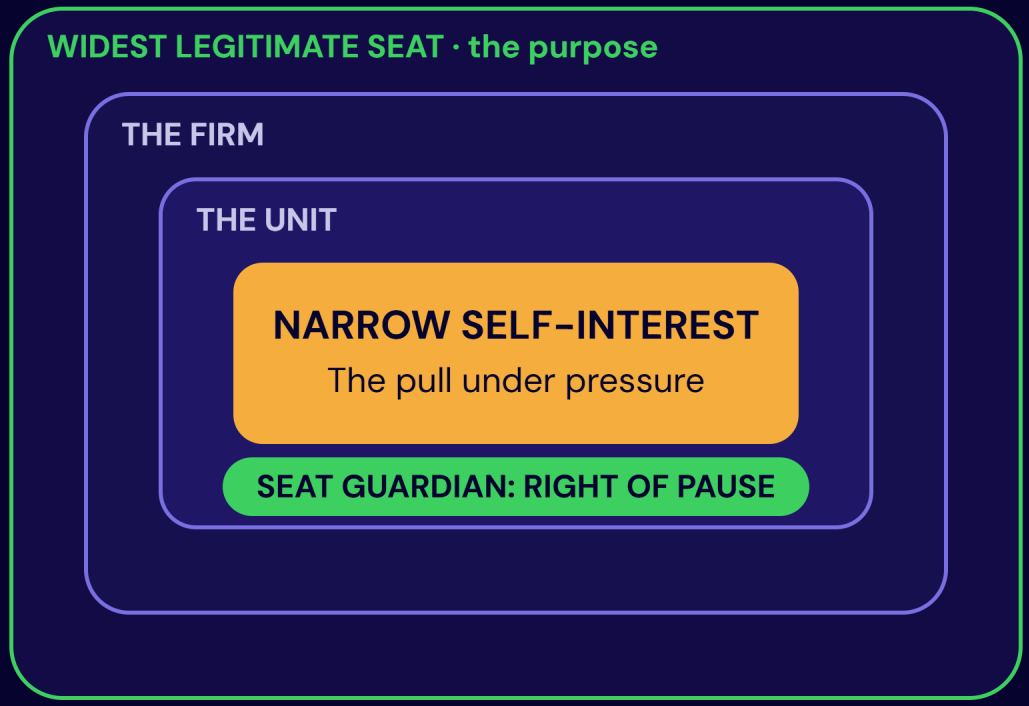
The gap. What a decision sees, and what it leaves out.

Seat

Who the decision serves. The widest legitimate Seat, not the narrowest interest.

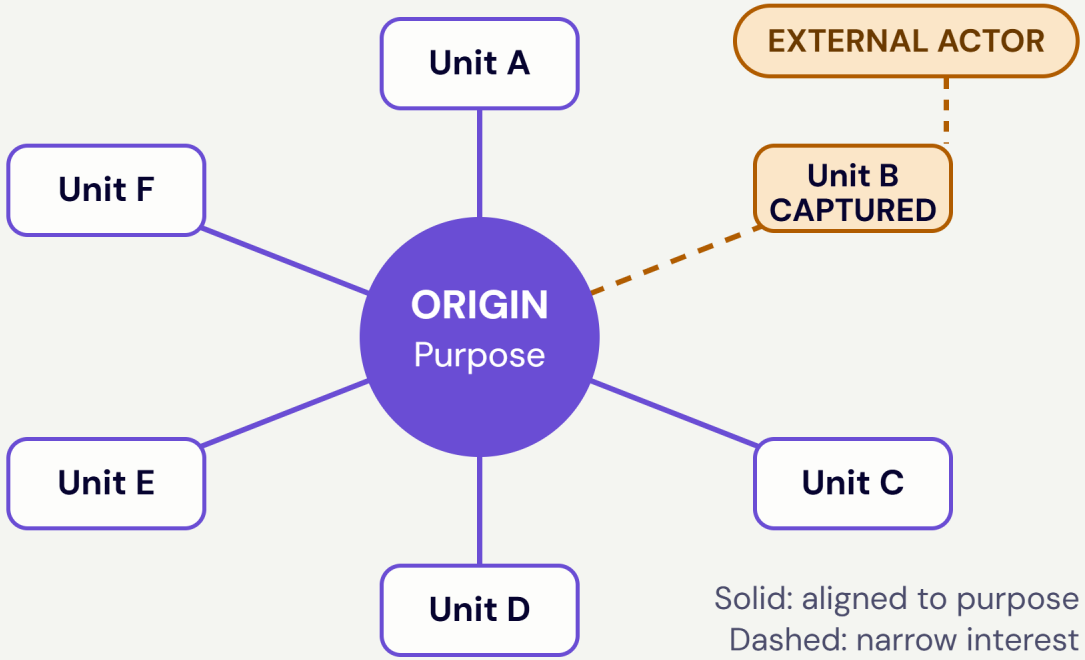
The Seat Guardian

Holds the right of pause. When pressure pushes the firm toward narrow self-interest, the Guardian forces a course correction.



C-suite ROI: complete alignment between stated corporate purpose and daily operational execution.

Scan for capture, not just for cost.



Solid: aligned to purpose
Dashed: narrow interest

We do not stop at the financial audit. We scan for **legitimacy purity**.

- External actors leaning on the firm
- Internal collaborators serving a narrow interest
- Units quietly hijacking the sovereign position of the firm

C-suite ROI: absolute governance risk mitigation. You find the capture before the regulator, the market or the press does. *Illustrative.*

THE INGESTION · NONGA · INTEGRATION

Stop hiring. Start moving the boundary.

TRADITIONAL RECRUITMENT ASKS

Can you do the job?

NONGA ASKS

Will you want to do the job, and for the same reasons we do?

GATE 1
Skills Fit
Can they do the work?

→

GATE 2
Culture Fit
Tested under friction.

→

GATE 3
Paid Immersion
Real work, real signal.

→

THE RESULT
Boundary moved

The pre-registered forecast

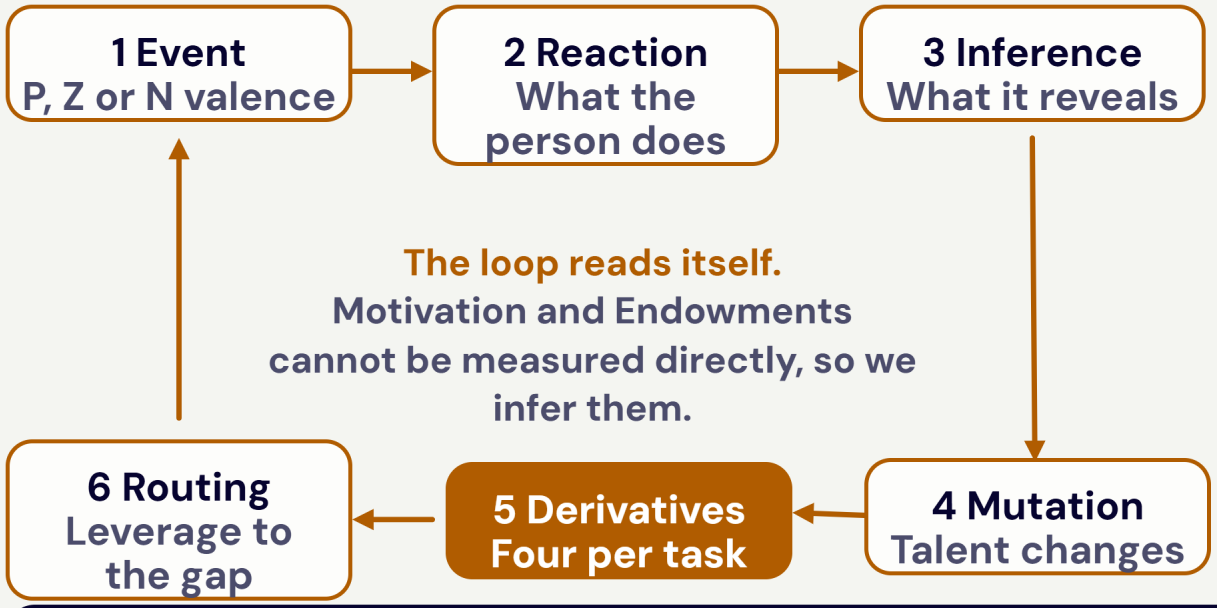
We write down what success looks like before the offer is made. No retrospective bias.

The Mutuality Condition

If the firm extracts from the contributor without evolving them, the integration fails.

C-suite ROI: lower cost per hire, faster time to productivity, a workforce that compounds rather than churns.

Read the events. Infer the person.



Four derivatives of every task

- Output
- Challenge
- Learning
- Innovation

BURNOUT
High fidelity, low mutuality.

DISPLACEMENT
Growing, but not into the gap.

C-suite ROI: predictable, real-time talent analytics. We route positive events to stop quiet quitting before the resignation letter is written.

THE PRIME DIRECTIVE · TALENT DYNAMICS

The firm must supply positive events.

A firm that supplies only routine events



Talent starves. Quiet quitting follows.

A firm that routes P– events to where they compound



Talent compounds. Leverage grows.

P · Positive: stretch, leverage, autonomy | **Z · Routine: holds the line** | **N · Negative: tests the person**

Time changes nothing. **Events change everything.** Route the right event to the right person before the quiet exit. *Illustrative.*

The nervous system. And it is free.



Traditional HR is a scrapbook.

Metrology is a closed-loop thermodynamic ledger.

Lineage

Every action traces back to the Origin. If it does not, it is structural waste.

The Vector Rule

Human capability never collapses into a single scalar score.

THE OFFER

Talent Metrology is free. We give you the axiom system and the ledger templates today. Start logging events before you ever engage us.

THE EXECUTIVE VIEW · ILLUSTRATIVE EXAMPLE

One page. Four instruments. Every quarter.

AFFA · Seat



Seat alignment: narrow

Are we drifting from our purpose?

Two decisions served the firm, not the widest Seat.

NEXT: invoke the right of pause

MA'AT · Purity



Three aligned, one drifting

Is any unit capturing the core?

One unit serves a narrow, short-term interest.

NEXT: run the capture scan

NONGA · Velocity



Three compounding, two decaying

Are new contributors compounding?

The last two intakes took value without growing.

NEXT: test Mutuality

METROLOGY · Yield



Output high, learning low

Is output arriving without learning?

Learning and innovation are not keeping pace.

NEXT: route positive events

Metrology feeds every instrument. The CEO/CRHO reads one page and decides while it still holds the options.

THE COMPOUNDING OF TALENT

Own the compounding.

THE PAST — Your HR report tells you what happened last year.

THE PLAN — Your talent strategy tells you who you hope to become.

THE SIGNAL — TIG tells you where your people are heading, while you can still change it.

Not a crystal ball. A closed loop of events, read early enough to act on.

OUR ENGAGEMENT MODEL

From diagnostic to permanent capability.

PHASE 1 · 1–2 WEEKS

The TIG X-Ray (the diagnostic)

Find the structural fault lines before you commit to a transformation.

1. **Read the Metrology base:** where capability is really flowing.
2. **1 Motivational Drift (AFFA):** a decision Seat that is dangerously narrow.
3. **1 Integration Leak (NONGA):** where the revolving door costs you most.
4. **1 Capture Threat (MA'AT):** a unit or leader drifting from the constitutional floor.
5. **1 Event Deficit (Dynamics):** where your best people starve for positive events.

PHASE 2 · EMBEDDED

The Embedded Operating System

We do not sell a report to put on a shelf. We install TIG inside your organization.

The License

A flat annual fee licenses the TIG architecture. We train and certify your Seat Guardians, Practitioners and Metrologists.

The Sovereignty

The protocols, axioms and dashboards are yours to run. You own the operating system.

WHY THIS MATTERS · THE CATEGORY OF ONE

Rigorous, sovereign, predictable.

Rigorous, not speculative

We do not score potential.
We score observed structure, real-time events and documented derivatives.

Sovereignty, not dependency

We leave you a permanent operating system your team owns. You do not need us in the room to keep the loops closed.

Predictable infrastructure

A flat annual license gives absolute budget certainty. You invest in permanent architecture, not a rescue mission.

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THE CALL TO ACTION

Let's X-Ray Your Firm.

START TODAY

Request the free Talent Metrology Starter Kit. Begin logging the true derivatives of your firm's work.

THEN, THE DIAGNOSTIC

A complimentary 30-minute discovery call. In that time, we will identify:

1 · AFFA
One decision where your Seat is dangerously narrow.

2 · NONGA
One integration failure that is costing you a fortune.

3 · MA'AT
One unit at risk of silent capture.

4 · DYNAMICS
One team starved of positive events.

Book your X-Ray

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