

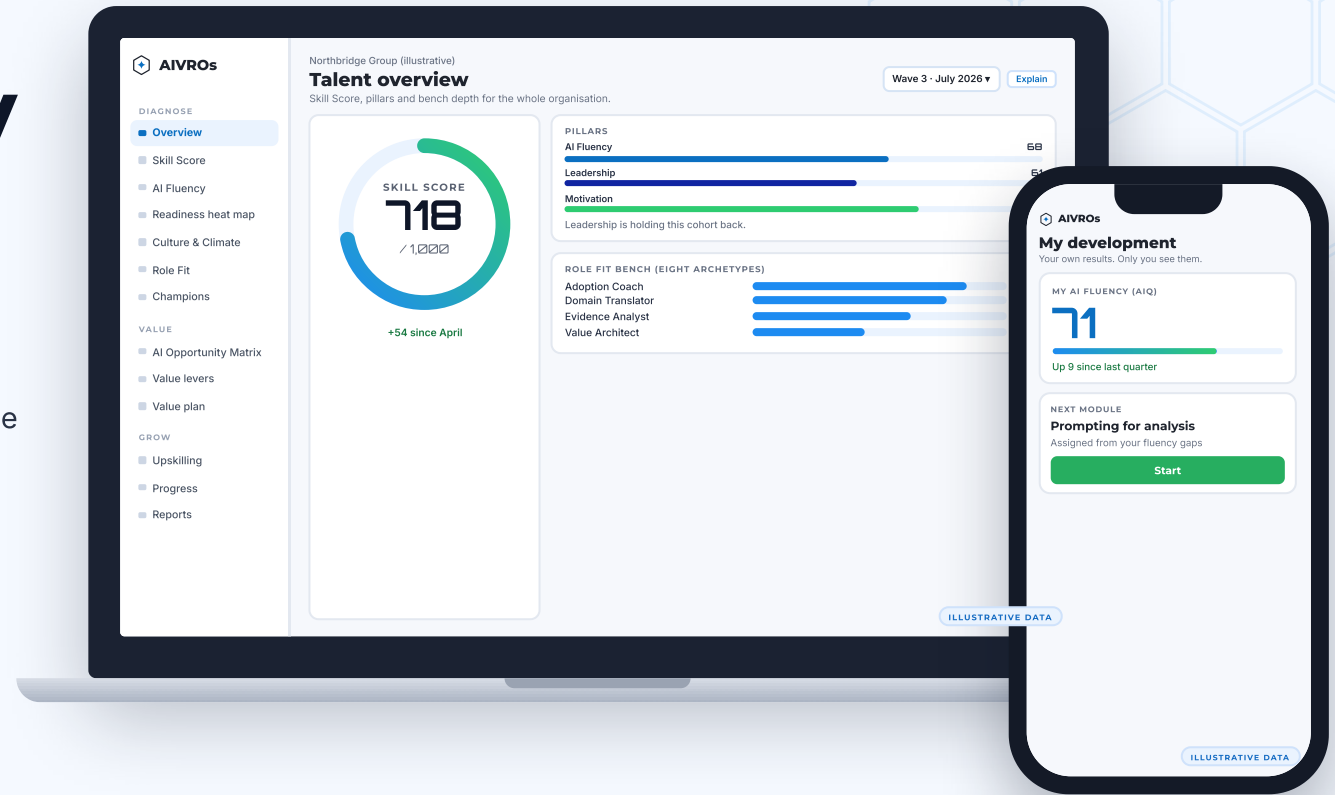
AIVROs FOR HR AND TALENT

Hire, grow and shape an AI-ready workforce, on evidence.

Executive search, leadership improvement, workforce quality and the right AI workforce mix, all read from one measured Skill Score: the organisation-wide blend of leadership, AI Fluency and motivation.

DONE IN WEEKS (ONE TO FOUR), NOT MONTHS

QUARTERLY RE-MEASUREMENT



App screens recreated from the AIVROs platform. All data shown is fictional and illustrative.

INSIDE THIS BROCHURE

Executive search

Shortlists compared on measured evidence, with consent.

Leadership improvement

Find where leadership holds readiness back.

Workforce quality

Raise AI Fluency in every team.

AI workforce mix

Know what your bench is built for, and grow it.

THE TALENT QUESTION

Four talent decisions. One evidence base.

Every company is adopting AI. HR is asked who is ready, who should lead it and what the workforce should look like next. AIVROs answers with evidence from your own people, so every decision traces back to a named instrument.

01

Executive search

Compare a shortlist on measured AI Fluency, leadership and motivation, with each candidate's consent, alongside your own interviews.

02

Leadership improvement

See where leadership is holding readiness back, team by team, and give every leader a development path they can retake.

03

Workforce quality

Lift AI Fluency across every team with upskilling assigned from measured gaps, not guesswork.

04

AI-optimised workforce mix

Know which kinds of AI work your bench is built for, across eight Role Fit archetypes, and where to grow it.

THE INSTRUMENTS HR USES MOST

AI Fluency (AIQ) practical AI understanding

AI Role Fit the kind of AI work each person is built for

AI Role Horizon where AI can assist routine work, task by task

LeadPrint leader profiling, named and consented

Champion Profiling who can lead adoption

Culture & Climate about the workplace, never the person

OUR PRINCIPLE

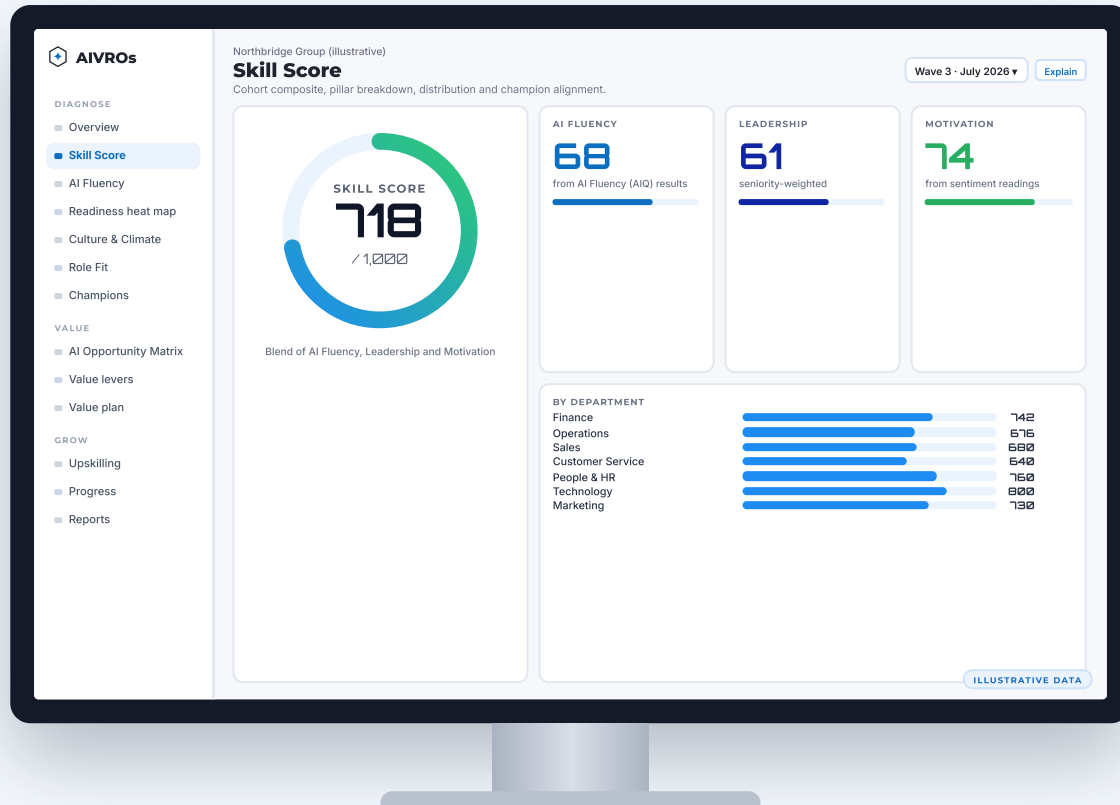
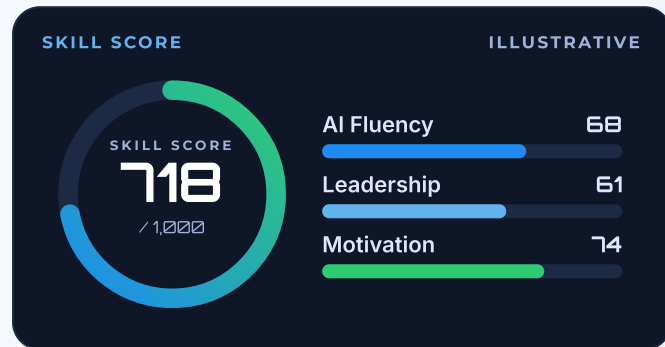
Where to invest. Never who to blame.

The architecture that lets HR and works councils say yes. Group results only, for cohorts of five or more.

THE CORE MEASURE

Skill Score: one number, out of 1,000, for the whole organisation.

Skill Score is the organisation-wide blend of three pillars: leadership, AI Fluency and motivation. HR sees which pillar is holding a team back, and where development will move the number most.



Recreated Skill Score dashboard. Fictional organisation and figures, illustrative only.

HOW HR READS IT

See which pillar holds a team back

The platform names the pillar dragging each cohort, so development targets the cause.

Compare like for like

Departments, functions, locations and seniority on one scale out of 1,000.

Every figure explained

An Explain view sets out what drives each number, from the underlying instruments.

01 · EXECUTIVE SEARCH

Shortlists compared on evidence, not impressions.

Senior hires now carry the AI agenda. Candidates who consent complete the same instruments your own leaders take, so you compare like with like.

1 Consent first

Each candidate agrees to take part and to share their profile.

2 Same instruments

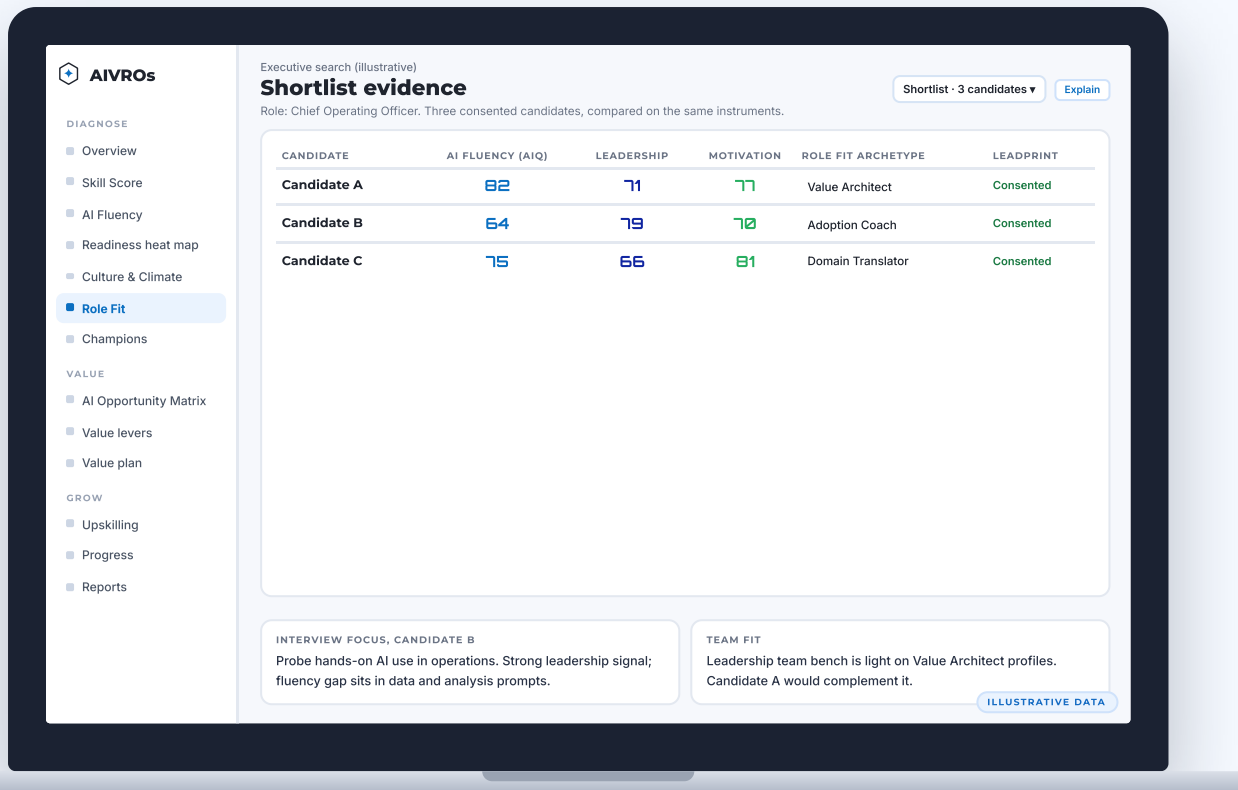
AI Fluency (AIQ), LeadPrint leader profiling and AI Role Fit.

3 Read against your team

See how each candidate complements your leadership bench.

4 Sharper interviews

Evidence points to the questions worth asking. Your judgement decides.



Illustrative shortlist view composed from AIVROs instruments. Candidates and scores are fictional.

WHY IT HELPS

Like with like

Candidates and your own leaders measured on the same instruments and scales.

Consent recorded

Nothing is shared about a candidate without their agreement.

Your decision

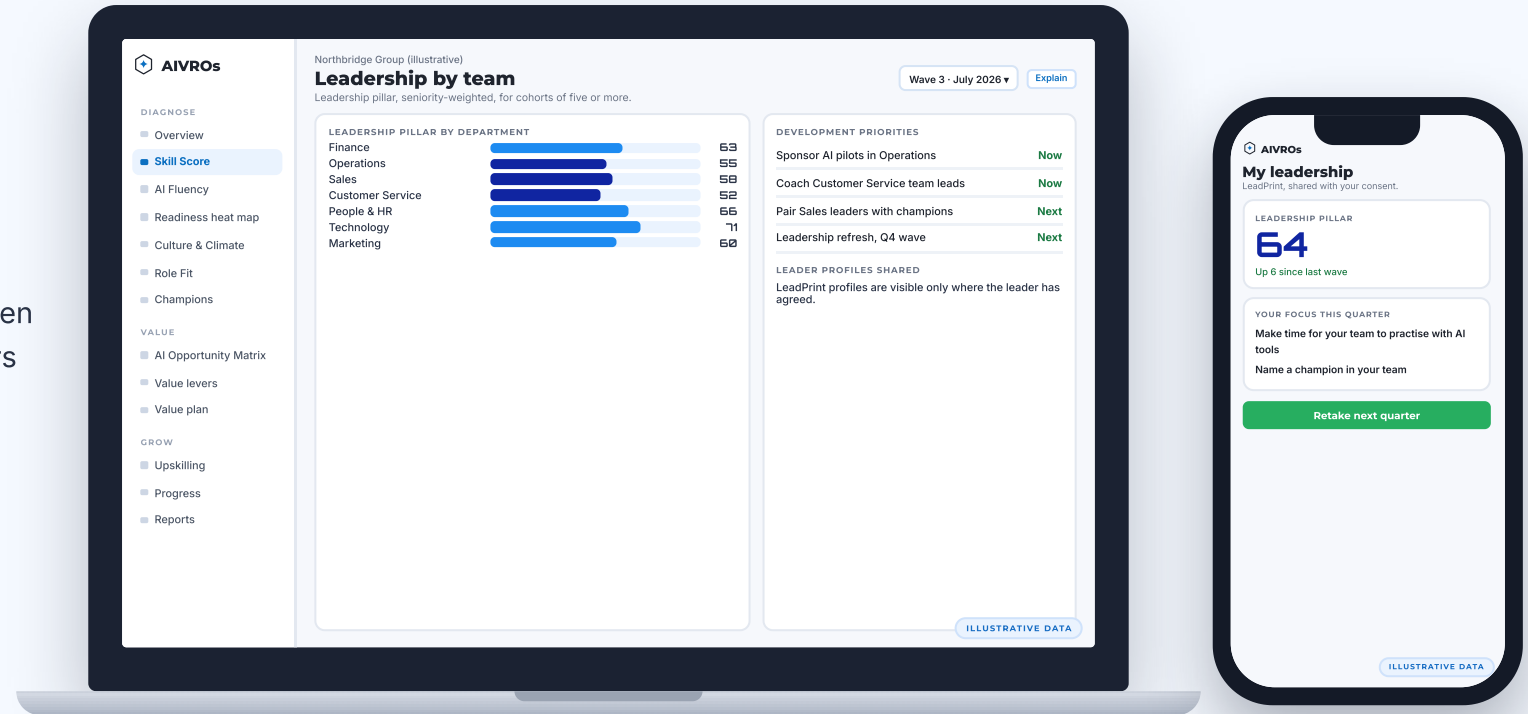
AIVROs sharpens the interview. People make the hire.

02 • LEADERSHIP IMPROVEMENT

Find where leadership holds readiness back.

Leadership is one of the three Skill Score pillars. AIVROs shows it team by team, then turns it into development priorities leaders can act on and retake.

- Leadership pillar for every cohort of five or more.
- LeadPrint leader profiling, named only with consent.
- Champion Role Affinity shows who complements whom.
- Progress against your own baseline, every quarter.



Recreated screens. Fictional teams and figures, illustrative only.

HOW IT WORKS FOR LEADERS

Team view, never individual blame

Leadership is read for cohorts of five or more.

Each leader sees their own

A personal view of results and focus, on any device.

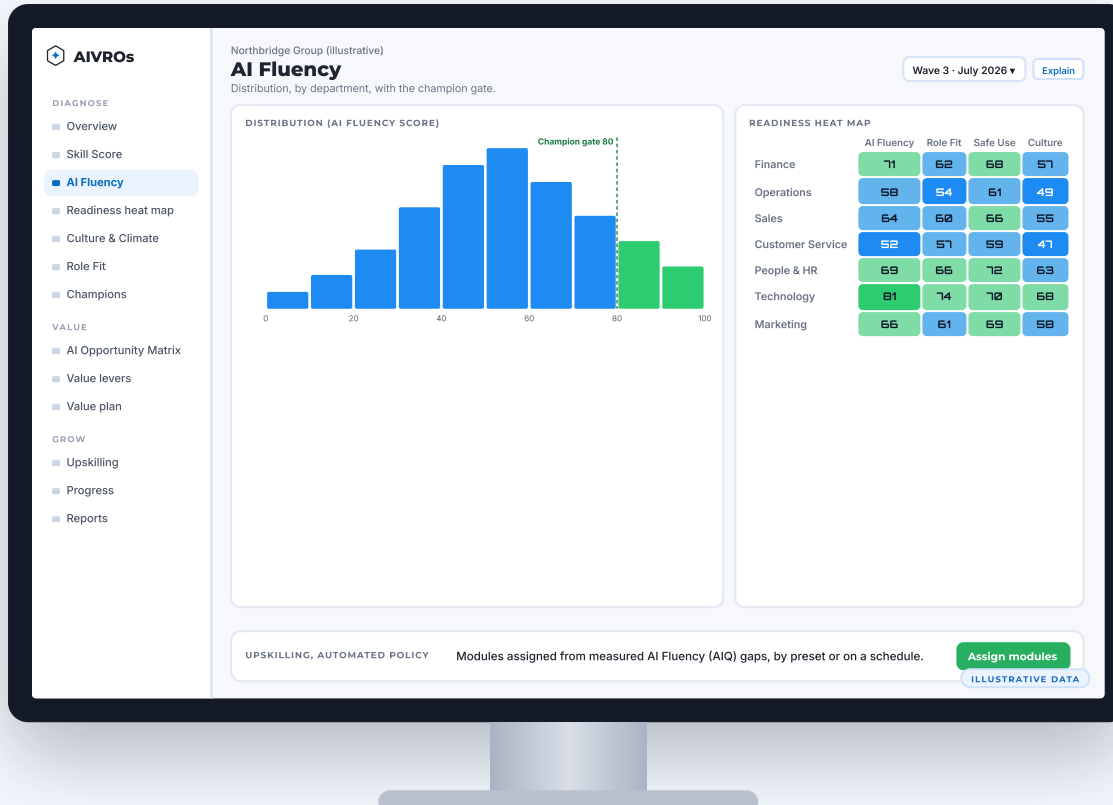
Retake every quarter

Leaders show their progress against their own baseline.

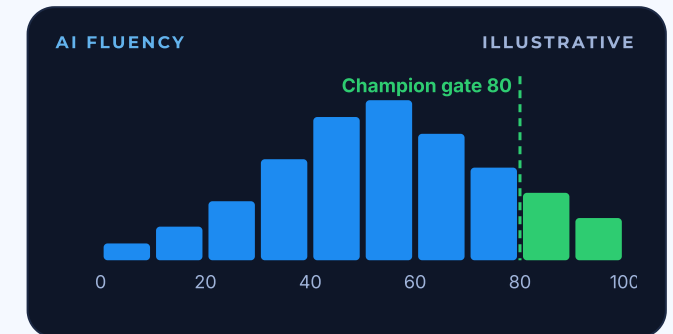
03 · WORKFORCE QUALITY

Raise AI Fluency in every team, not just the technical ones.

Thirty AI Fluency questions, drawn fresh from a 621-item bank, show where each team stands. Upskilling is then assigned from the gaps.



Recreated AI Fluency view. Champion gate shown at the platform default of 80. Fictional data, illustrative only.



WHAT SITS BEHIND THE VIEW

Fresh questions each time

Thirty questions drawn from a 621-item bank, scored server-side.

Champion gate

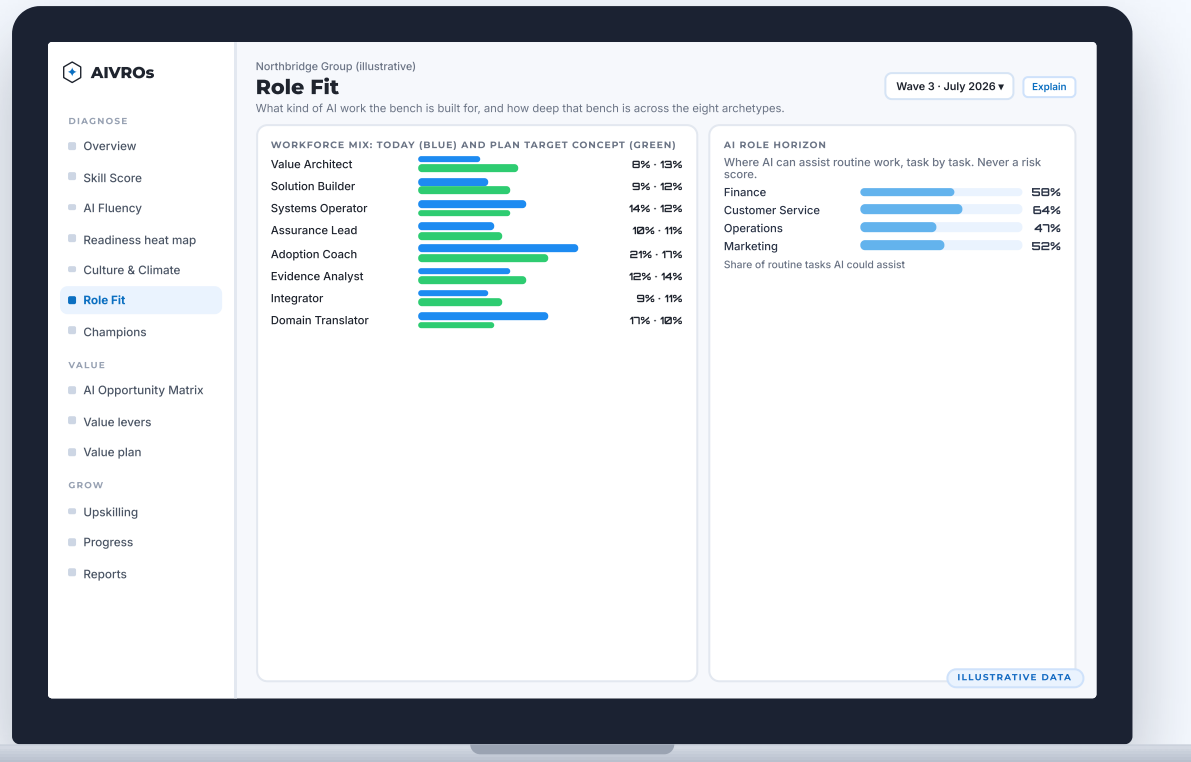
Champion candidates identified at the platform default of 80 on AI Fluency.

Upskilling from gaps

Modules assigned from measured gaps, surgically, by preset or on a schedule.

04 · THE AI-OPTIMISED WORKFORCE AND WORKFORCE MIX

Know what your bench is built for, and grow the mix you need.



AI Role Fit places each person in one of eight archetypes. No grades. Read together, they show the shape of your AI workforce today and the mix your plan needs.



- Grow the mix through development, hiring and champions.
- AI Role Horizon shows where AI can augment each role's routine work.
- Built to answer where to invest, never who to remove.

Illustrative workforce mix view composed from AIVROs Role Fit archetypes; the plan target overlay is a planning concept. Percentages fictional.

READING THE MIX

Eight archetypes, no grades

Role Fit describes the kind of AI work a person is built for.

Role Horizon, never a risk score

Where AI can assist routine tasks, so roles are augmented by design.

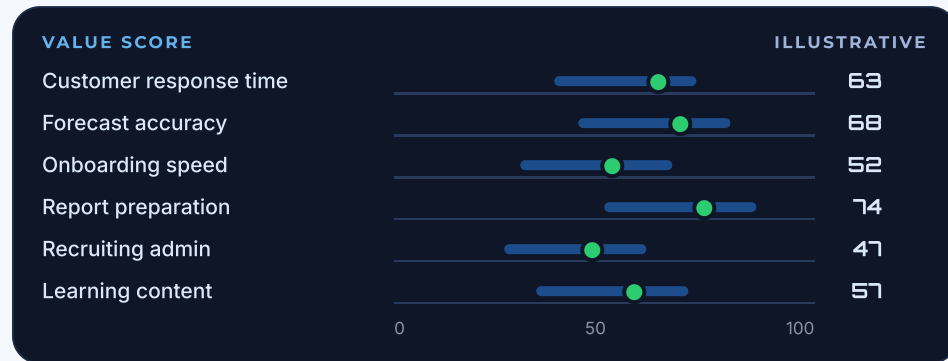
Mix by design

Close gaps through development, hiring and champions, then re-measure.

FROM PEOPLE TO VALUE

Invest in people where the value is.

Value Score shows where your own people see value worth chasing. The AI Opportunity Matrix plots every team on readiness against value, so development budgets follow evidence.



Value Score is 0 to 100. Levers, teams and positions are fictional and illustrative.

THE FOUR QUADRANTS

Prioritise

High value, ready now.

Transform

High value, readiness to build.

Potential

Ready, find the right use.

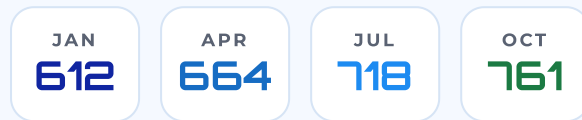
Sustain

Keep steady, revisit later.

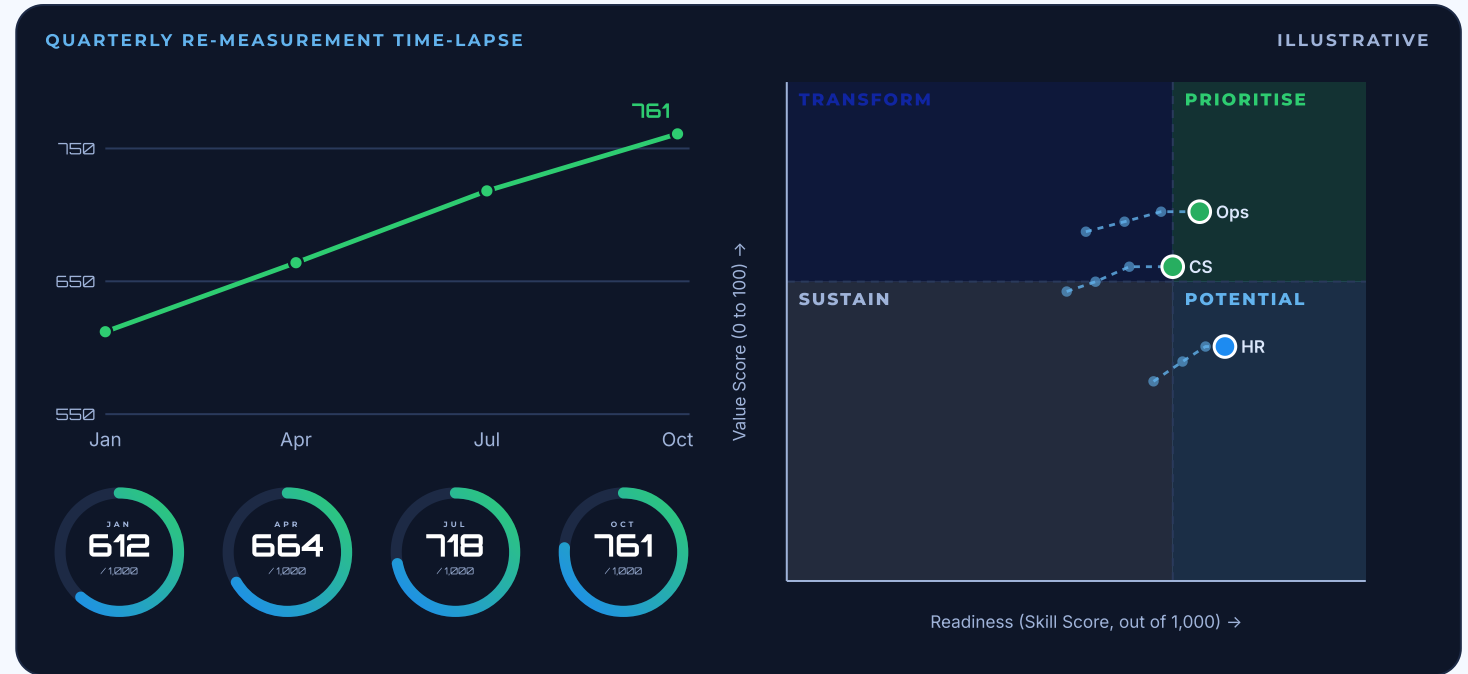
PROOF OVER TIME

Quarterly re-measurement shows the change.

A one-year subscription with quarterly re-measurement. Each wave is compared like for like against your own baseline, so HR can show the board what development delivered.



Fictional Skill Score values, illustrative only.



ONE YEAR, FOUR WAVES

Jan, baseline

The first wave sets your own starting point.

Apr, wave two

Early movement, team by team.

Jul, wave three

Development and champions show in the pillars.

Oct, wave four

A year of proof for the board, like for like.

BUILT FOR HR TO SAY YES

People data handled the way HR and works councils expect.

Cohorts of five or more

Below five people, numbers are masked in the query itself, not hidden in the interface.

Personal space is private

Self-run results are structurally invisible to any employer.

Consent-based

LeadPrint profiles and candidate results are shared only with consent.

No displacement language

Automated tests fail the build if firing-adjacent vocabulary ever appears.

We never touch your data.

Your HR systems and records stay where they are.

No client data leaves their building.

Insight comes from the instruments your people complete.

AIVROs does not claim external certifications it does not hold. We are glad to walk your privacy, security and audit teams through how data is handled, in detail, before any assessment starts.

ANSWERED UP FRONT

Privacy teams

Group results only. Individual answers stay with the individual.

Security teams

The AI Safe Use survey needs no agents, no connectors and no telemetry.

Audit teams

Every score traces to a named instrument, every narrative to campaign data.

HOW IT RUNS

Done in weeks (one to four), not months.

1

See it live

A demo with the founders on your talent questions.

2

Measure

Your people complete short online instruments.

3

Read the results

Skill Score, leadership, fluency and Role Fit in one picture.

4

Act and re-measure

Development, hiring and champions, then the next quarterly wave.

A one-year subscription, with quarterly re-measurement so progress is proven, not assumed.

Get in touch or book a demo.

See AIVROs live on the talent decisions that matter to you.

info@skillement.ai


POWERED BY



App screens are recreated for illustration. All organisations, candidates and figures shown are fictional.

YOUR FIRST CONVERSATION

In the demo

Skill Score, leadership, AI Fluency and Role Fit on a live workspace.

What we agree

The groups, instruments and questions that matter to you.

What happens next

Done in weeks (one to four), then quarterly re-measurement.