

Enterprise Workforce Intelligence & Strategic Planning

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Changing priorities, vacancies, and fragmented plans can leave leaders uncertain about where capacity is needed most. We connect workforce decisions to the work your organization must accomplish.

YOUR ORGANIZATIONAL GAIN

Gain a clearer basis for prioritizing critical roles, allocating resources, and choosing when to hire, develop, redeploy, or automate.

WHAT YOU RECEIVE

Workforce profiles and demand and capacity forecasts. Skills and succession assessments with critical gap priorities. Scenarios comparing hiring, development, redeployment, and automation, plus a sequenced action plan.

INPUTS WE NEED

Mission priorities, position roster, workload history, skills evidence, funding boundaries, and a planning sponsor.

HOW DELIVERY WORKS

We agree the planning horizon and organizational boundaries, validate workforce and workload inputs with your functional leaders, and review scenarios with your decision owners. You approve assumptions and priorities before the action plan is finalized.

HOW PROGRESS IS MEASURED

Measures may include critical-role coverage, validated skills coverage, forecast accuracy, and completion of priority actions. We establish definitions and a baseline before setting targets.

WAYS TO ENGAGE

Start with a standalone workforce assessment or ONE Discover. Add implementation through ONE Transform or recurring scenario updates through ONE Sustain.

Core HCM Modernization & Performance Improvement

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

A human capital management (HCM) transition affects people, information, and essential services. Unresolved process and data issues can follow an organization into its new environment.

YOUR ORGANIZATIONAL GAIN

Build a clearer view of transition risk, prepare users for changed responsibilities, and evaluate whether modernization improves service quality and decision support.

WHAT YOU RECEIVE

Readiness assessments, process crosswalks, and transition plans. Reconciliation and testing evidence, issue logs, and acceptance recommendations. Adoption plans, stabilization procedures, and before-and-after performance measures.

INPUTS WE NEED

Process owners, approved system requirements, data extracts, interface inventory, vendor dependencies, and transition milestones.

HOW DELIVERY WORKS

Your team supplies authorized access, process owners, system requirements, and vendor coordination. We review readiness and test evidence together; your authorized leaders retain system acceptance and go-live decisions.

HOW PROGRESS IS MEASURED

Track reconciliation exceptions, test outcomes, unresolved defects, user proficiency, transaction accuracy, and service cycle time. Compare consistent measures before and after transition.

WAYS TO ENGAGE

Purchase a readiness assessment, a defined implementation work package, or stabilization support. Combine these through ONE Discover, ONE Transform, or ONE Sustain; software licenses are separately scoped.

Human-AI Work Design & Decision Governance

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

An AI tool can produce an answer quickly without improving the full workflow. Review, correction, exceptions, and unclear responsibilities can absorb the time a pilot appears to save.

YOUR ORGANIZATIONAL GAIN

Identify suitable tasks, preserve human accountability, and make expansion decisions using evidence about quality, risk, and net capacity.

WHAT YOU RECEIVE

Task inventories and human-AI work allocation maps. Decision controls, review criteria, and documented pilot evaluations. Revised duties, operating procedures, and training requirements.

INPUTS WE NEED

Task samples, current handling times, quality criteria, approved tools and data, and named business and risk owners.

HOW DELIVERY WORKS

Your business, technology, and risk owners agree the pilot boundaries and approved environment. We test with authorized data and representative cases. Expansion follows review of results against agreed acceptance criteria.

HOW PROGRESS IS MEASURED

Measure total handling time including review and rework, error severity, escalation frequency, and usable released capacity. Faster output alone is not evidence of success.

WAYS TO ENGAGE

Start with a task assessment or bounded pilot. Use ONE Transform for an approved redesign and ONE Sustain for periodic evaluation. Production deployment and tool licensing are included only when expressly scoped.

Workforce Analytics, Economics & Decision Support

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Headcount reports rarely explain the full effect of vacancies, turnover, supervisory structure, or workload. Leaders need to understand the assumptions and trade-offs behind their choices.

YOUR ORGANIZATIONAL GAIN

Build a more defensible basis for resource allocation, vacancy prioritization, organizational design, and performance improvement.

WHAT YOU RECEIVE

Workforce cost models and vacancy impact assessments. Spans and layers analysis and executive scorecards. Scenario-based decision briefs with assumptions, sensitivities, and recommended actions.

INPUTS WE NEED

Position and cost records, workload measures, budget assumptions, metric owners, and the decision deadline.

HOW DELIVERY WORKS

We agree the decision to support, reconcile definitions with your data and finance owners, and validate the baseline. Leaders review the scenarios and their limitations before selecting an action.

HOW PROGRESS IS MEASURED

Track reconciliation quality, reporting cycle time, forecast accuracy, and completion of agreed actions. When evaluating financial effects, distinguish verified cash savings, cost avoidance, and released capacity.

WAYS TO ENGAGE

Engage us for a defined analysis or decision brief, combine analytics with ONE Discover or ONE Transform, or establish recurring executive reviews through ONE Sustain.

AI, Data & Software Delivery

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Disconnected information, inconsistent definitions, and manual handoffs make it harder to deliver reliable services. New tools must fit the organization's workflows and operating requirements.

YOUR ORGANIZATIONAL GAIN

Improve access to consistent information, reduce avoidable manual handling, and equip teams with usable tools supported by clear ownership.

WHAT YOU RECEIVE

Integrated datasets, metric definitions, and data quality controls. Applications and automation with test evidence and operating documentation. Tested AI assistants where scoped, plus HR and human capital IT integration and support.

INPUTS WE NEED

Approved use cases, source definitions, access permissions, technical contacts, and acceptance requirements.

HOW DELIVERY WORKS

Your technical and business owners approve requirements, environments, and data access. We demonstrate increments, resolve agreed defects, and complete acceptance and handover before production use.

HOW PROGRESS IS MEASURED

Measures may include data completeness, reconciliation exceptions, refresh reliability, task completion, and support demand. AI evaluations include answer quality, access boundaries, unsupported responses, and human review requirements.

WAYS TO ENGAGE

Purchase a defined data or software work package, integrate delivery into ONE Transform, or scope maintenance through ONE Sustain. Licenses, hosting, third-party charges, and service coverage are specified separately.

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[Explore this service](#)

[Discuss your priority](#)

[All resources](#)

Human Capital Operations & Service Continuity

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Vacancies, demand spikes, backlogs, and modernization can place pressure on essential human capital services. Organizations need a clear view of workload and a practical plan for maintaining quality.

YOUR ORGANIZATIONAL GAIN

Improve workload visibility, prioritize aging work, strengthen coverage, and maintain service continuity while operating conditions change.

WHAT YOU RECEIVE

Service catalogs, workload models, and operating procedures. Quality controls, service scorecards, and backlog reduction plans. Continuity plans, coverage arrangements, and knowledge-transfer materials.

INPUTS WE NEED

Service boundaries, demand and backlog records, quality standards, coverage requirements, and escalation contacts.

HOW DELIVERY WORKS

We confirm the service scope and authorized responsibilities with your process owners, baseline demand and quality, and agree priorities. Your team approves procedures and exceptions; we review performance at the contracted cadence.

HOW PROGRESS IS MEASURED

Track backlog volume and age, first-pass accuracy, service cycle time, completion against agreed service levels, and coverage of critical activities. Faster throughput must be evaluated alongside quality.

WAYS TO ENGAGE

Purchase a diagnostic, a defined backlog project, embedded capacity, or recurring operational support. Combine transition work with ONE Transform and ongoing delivery with ONE Sustain.

Talent Readiness, Sourcing & Sustained Deployment

Service delivery designed around your organizational priorities.

YOUR CHALLENGE

Filling a position does not by itself establish readiness. Organizations also need role clarity, credible evidence of skills, access preparation, effective onboarding, and continuity when people move.

YOUR ORGANIZATIONAL GAIN

Improve the fit between talent and work, make deployment dependencies visible, and help new team members become productive with clearer expectations.

WHAT YOU RECEIVE

Skills-based role profiles and candidate evidence summaries. Deployment plans and readiness trackers. Development, backfill, retention-support, and knowledge-transfer plans.

INPUTS WE NEED

Role requirements, skills criteria, selection authority, access conditions, onboarding milestones, and proficiency expectations.

HOW DELIVERY WORKS

Your team confirms role requirements, engagement terms, selection authority, and access conditions. We coordinate agreed sourcing and readiness activities, track dependencies, and review progress against role-specific proficiency expectations.

HOW PROGRESS IS MEASURED

Track qualified candidate coverage, selection-to-start time, onboarding readiness, time to proficiency, and retention over an agreed period. Distinguish delivery-team actions from client-controlled access or approval delays.

WAYS TO ENGAGE

Purchase a sourcing or readiness engagement, add deployment to ONE Transform, or scope ongoing talent support through ONE Sustain. Staffing arrangements, replacement terms, and client approval dependencies are defined in the proposal.

ONE Discover

Understand current conditions and choose your next move.

INCLUDED

Discovery sessions, agreed data review, a validated baseline, decision scenarios, and a prioritized roadmap.

OPTIONAL ADDITIONS

Additional business units, skills assessments, workforce economics, or HCM and AI readiness reviews.

PURCHASE STRUCTURE

Fixed-fee assessment within agreed boundaries. Implementation is scoped separately.

CLIENT INPUTS

A sponsor, authorized information, subject-matter contacts, and agreed planning boundaries.

APPROVAL AND COMPLETION

Client validates baseline and assumptions, then reviews scenarios and accepts the agreed assessment outputs.

YOUR PROPOSAL DEFINES

Organizational coverage, selected services, deliverables, schedule, roles, assumptions, acceptance evidence, and price. Additional work follows the agreed change process.

ENTER WHERE YOU NEED US

These are engagement options, not service tiers. Start at the stage that fits your needs when required inputs and readiness are in place.

ONE Transform

Implement selected improvements and prepare people to use them.

INCLUDED

Delivery plan, selected implementation work packages, testing, adoption support, operating guidance, and handover.

OPTIONAL ADDITIONS

Expanded migration, integrations, application development, talent deployment, or stabilization coverage.

PURCHASE STRUCTURE

Project priced by scope and milestones. Software, hosting, and third-party charges are specified in the proposal.

CLIENT INPUTS

Approved requirements and access, decision owners, internal and vendor coordination, and available users for testing.

APPROVAL AND COMPLETION

Authorized owners review test evidence, approve transition, and accept the defined work packages and handover.

YOUR PROPOSAL DEFINES

Organizational coverage, selected services, deliverables, schedule, roles, assumptions, acceptance evidence, and price. Additional work follows the agreed change process.

ENTER WHERE YOU NEED US

These are engagement options, not service tiers. Start at the stage that fits your needs when required inputs and readiness are in place.

ONE Sustain

Maintain delivery and improve performance as conditions change.

INCLUDED

Defined service responsibilities and capacity, performance reporting, scheduled reviews, an improvement backlog, and continuity arrangements.

OPTIONAL ADDITIONS

Recurring forecasts, surge capacity, application maintenance, AI reevaluation, or talent readiness support.

PURCHASE STRUCTURE

Recurring agreement with defined hours, workload assumptions, response expectations, term, and transition-out arrangements.

CLIENT INPUTS

Current information, maintained access, a service owner, prioritized work, and timely review of exceptions.

APPROVAL AND COMPLETION

Review delivery against agreed service measures; authorize changes to coverage, workload, or capacity before they enter scope.

YOUR PROPOSAL DEFINES

Organizational coverage, selected services, deliverables, schedule, roles, assumptions, acceptance evidence, and price. Additional work follows the agreed change process.

ENTER WHERE YOU NEED US

These are engagement options, not service tiers. Start at the stage that fits your needs when required inputs and readiness are in place.

ONE Enterprise

Coordinate selected services around a shared organizational priority.

INCLUDED

Program charter, selected service work packages, an accountable delivery lead, dependency and risk tracking, and a shared scorecard.

OPTIONAL ADDITIONS

Additional organizational coverage, specialist work packages, embedded professionals, and ongoing support phases.

PURCHASE STRUCTURE

Tailored program with separately scoped phases, deliverables, staffing assumptions, schedule, and price.

CLIENT INPUTS

An executive sponsor, workstream owners, approved inputs, funding boundaries, and decisions across functions.

APPROVAL AND COMPLETION

Sponsor approves the program baseline; each phase has defined acceptance evidence, decision ownership, and handover.

YOUR PROPOSAL DEFINES

Organizational coverage, selected services, deliverables, schedule, roles, assumptions, acceptance evidence, and price. Additional work follows the agreed change process.

ENTER WHERE YOU NEED US

These are engagement options, not service tiers. Start at the stage that fits your needs when required inputs and readiness are in place.

Executive Decision Snapshot

Fictional data | September 2026 | No live connections or client results

PERSONNEL

108 / 120

Filled positions; 12 vacancies, 5 critical

BUDGET

\$11.6M / \$12M

Annual forecast / approved budget

IT READINESS

101 / 108

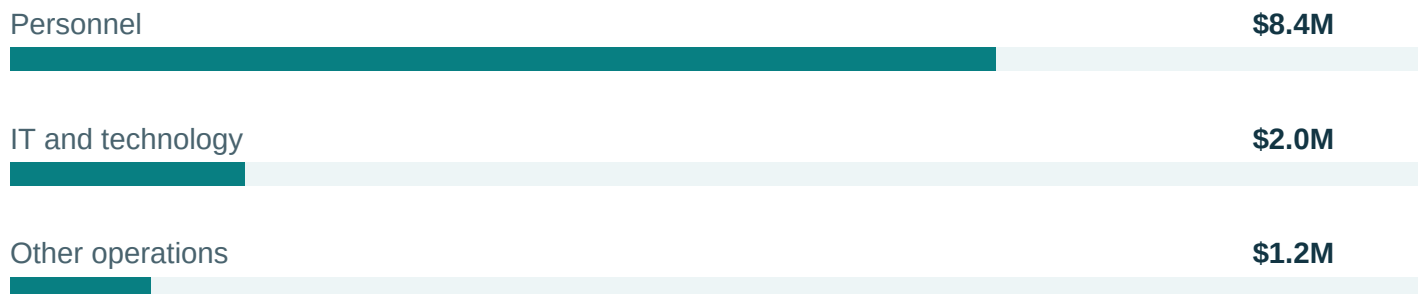
Staff with all required access

MISSION ALIGNMENT

102 / 120

Positions with validated outcome mapping

ANNUAL RESOURCE FORECAST



Common scale: \$12M approved annual budget. \$0.4M forecast headroom is not authorization to spend.

Position-to-mission example: Data analyst > Modernization > Reconciliation > Migration exception resolution. Mapping requires owner validation; it does not prove effectiveness.

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[Explore the dashboard](#)

[Workforce analytics](#)

[ONE Enterprise](#)

The decision. The evidence. The action.

Illustrative recommendation | Authorization remains with client decision owners

DECISION FOR REVIEW

Authorize a costed staffing scenario and an IT access resolution plan. Confirm funding restrictions and mission priorities before committing resources.

OPTIONS AND TRADE-OFFS

Recruit for five critical vacancies: assess full cost, lead time, and proficiency. Redeploy staff: assess skills fit and displaced work. Pilot work redesign: assess total effort, quality, and implementation cost.

RECOMMENDED SEQUENCE

Resolve access for seven staff and validate 18 position mappings. Develop costed staffing options in parallel. Do not assume that a filled position is productive capacity or that forecast headroom is available funding.

WHAT YOUR ORGANIZATION GAINS

A shared basis for choosing which barriers to address first, which resources to commit, and how to evaluate progress.

ACCOUNTABILITY AND ACCEPTANCE

IT lead: approved access and successful sign-in. Mission leads: validated duty-to-outcome mappings. Workforce and finance leads: costed options and confirmed funding conditions. Sponsor: authorized action, owner, and due date.

MEASURES AND DEFINITIONS

Personnel coverage: $108/120 = 90\%$. IT access readiness: $101/108 = 93.5\%$. Validated mission mapping: $102/120 = 85\%$. These measures answer different questions and are not averaged into one score.

INPUTS AND CONFIDENCE

Position roster, budget forecast, IT readiness register, and mission map. In a client version, record source dates, owners, reconciliation checks, refresh status, and unresolved exceptions.

FOLLOW-THROUGH

Review agreed actions, readiness, and service outcomes after implementation. Distinguish measured results from assumptions and proposed targets.

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People. Resources. Technology. Mission.

BAVENYX SIGNAL | Editorial insight with a fictional demonstration

THE SIGNAL

Are your people, budget, and technology aligned to the mission? A filled position is one part of readiness. People also need relevant skills, usable technology, clear responsibilities, and work that contributes to an organizational priority.

CONNECT THE VIEWS

A staffing report may show coverage while an access register shows people unable to begin essential work. A budget forecast may show headroom while restrictions limit its use. A role can belong to a mission area without a validated connection to an outcome.

OUR PERSPECTIVE

Bring these views together around the decision leaders need to make. Establish common definitions, identify limitations, and agree who is responsible for acting on the findings.

THE SNAPSHOT - FICTIONAL DATA

108 of 120 positions filled. \$0.4M forecast budget headroom. Seven staff awaiting required access. Eighteen positions awaiting mission-map validation.

WHAT IT MEANS

Ask which barriers to mission delivery should be addressed first, what evidence is missing, and which actions leaders can authorize. Forecast headroom is not spending authority; mapped positions are not proof of effectiveness.

INSIDE DELIVERY

An executive decision brief connects a reconciled snapshot with the issue, options, trade-offs, recommendation, accountable owners, and acceptance evidence. A metric dictionary records calculations and sources.

THE ORGANIZATIONAL GAIN

A shared basis for action across workforce, finance, IT, and mission leaders. Track evidence quality, reporting timeliness, readiness, and completion of agreed actions.

Sequence the work before committing resources.

Your next leadership conversation starts with one decision.

1. REMOVE READINESS BARRIERS

Confirm what prevents the seven staff from receiving required access. Assign an IT owner and a review date.

2. VALIDATE THE MISSION CONNECTION

Have mission owners review the 18 unresolved position mappings against duties, workload, and expected outcomes.

3. COMPARE WORKFORCE OPTIONS

Cost hiring, redeployment, and bounded redesign scenarios for the five critical vacancies. Include timing, quality, proficiency, and effects on other work.

4. AUTHORIZE AND FOLLOW THROUGH

Confirm funding conditions, document the selected action, and review results against agreed measures.

YOUR NEXT MOVE

Choose one mission priority. Ask workforce, finance, IT, and operational leads to identify the information needed to make a decision about it. Confirm who owns each source, its reporting date, and any unresolved exceptions.

ASK YOUR TEAM

What action would change if we understood these connections better?

EXPLORE BAVENYX

Start with Workforce Analytics, Economics & Decision Support. Engage a defined decision brief through ONE Discover, or coordinate selected services through ONE Enterprise.

ABOUT THIS EDITION

This first edition uses fictional data and BAVENYX editorial analysis. It reports no client results or current news claims. Future news-based editions will identify sources and publication dates.