

# Human Leadership Intelligence™

*The Operating System for the Future CPO Organization*

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THE MOMENT THAT CONFIRMED EVERYTHING

*"David seems to be positioning himself as a Chief People Officer using AI tooling."*

*— HR Leader Interview Panel, January 2026*

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They meant it as a concern. I took it as a product brief.

## THE PROBLEM

Not a lack of HR tools. A lack of HR judgment — in the moment, at scale.

01

**Managers are on their own**

High-stakes people decisions happen daily — performance, conflict, disengagement. Most managers face them without any HR support.

02

**HR can't scale fast enough**

Even the best HR teams are overwhelmed. Repetitive coaching moments consume time that should go to strategy and culture.

03

**Existing tools don't improve judgment**

HRIS platforms automate tasks. Coaching tools give generic advice. Neither closes the gap between a decision and a good one.

## THE SOLUTION

# Not a chatbot. Not a coaching tool. An organizational intelligence platform.

*HLI encodes expert HR and leadership judgment into agentic systems — helping every manager think, decide, and lead in real time, without adding HR headcount.*

LIVE

### Manager Agent

Real-time thinking partner for leadership decisions

VALIDATED

### Full-Cycle Performance

Self-review, peer, manager, upward + low-performance coaching

BUILT IN

### Risk & Escalation

HR-safe guidance with automatic ER, legal & HR routing

PHASE 2

### Org Intelligence

Real-time anonymized people health dashboard for HR + execs

## THE PLATFORM

# Conversation is the delivery vehicle. Intelligence is the product.

### Org Intelligence Dashboard

*Phase 2*

### Agent Orchestration Layer

✓ *Architecture Proven*

### Specialized Agent Suite

✓ *Validated*

### Delivery Interface

✓ *Chat / Voice / Embedded*

### Replaces

the annual sentiment survey with a living real-time org pulse

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### Anonymized

— employees and managers speak freely, HR sees patterns not people

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### Any interface

Chat, voice, GPT environment, HRIS embed — no vendor lock-in

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### Every COE

Total rewards, ER, recruiting, L&D — one platform, infinite agents

# The market is moving. I'm already inside it.

## AI is shrinking teams

Companies reducing headcount via agentic tooling — same leadership complexity, fewer humans.

## HRIS is losing value

Workday and Lattice automate tasks. None of them improve the judgment behind decisions.

## The judgment layer doesn't exist yet

HR AI is workflow automation. The intelligence layer has never been built. Until now.

6+

## Proven agentic architecture

*Full-cycle performance suite, offer coaching, and orchestration layer — all validated at a high-growth fintech via modular markdown method*

15+

## Years of domain expertise encoded

*Microsoft · Pinterest · Snap · Atlassian · Gusto*

# The founder is the proof of concept.

Microsoft

Pinterest

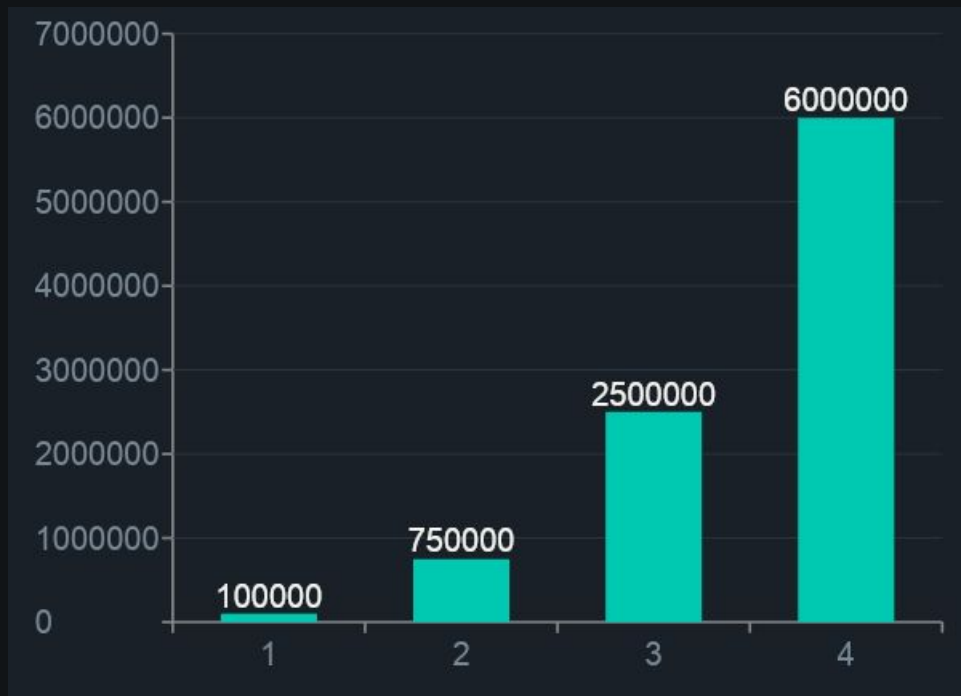
Snap

Atlassian

Gusto

- 15+ years as HRBP and People Partner to CTOs, CFOs, and General Counsels across high-growth tech
- Designed and validated a full-cycle performance management agent suite + orchestration layer at a high-growth fintech
- Discovered a modular markdown orchestration method: multiple specialized agents through one front door — no complex infra
- Harvard Data Science Initiative — Agentic AI Architecture (December 2025) · Public speaker on AI and HR
- The only person building this who has lived inside every HR COE and can architect the intelligence layer from the inside out

## SaaS per employee. Scales with the organization.



### Per-employee SaaS

Tiered by company size and agent complexity.

### Expansion revenue

Advanced agents, governance, full lifecycle coverage.

### High retention

Daily embedded use. Decisions and trust accumulate.

### Platform exit

Acquisition target for HRIS platforms needing the judgment layer.

# Three phases. One platform. Built to compound.

## 01 Validate

*Now*

- HLC v1 live & demo-ready
- 6+ agents designed & validated
- Orchestration architecture proven
- Offer coaching agent deployed

## 02 Build

*6–9 Months*

- Commercial platform + polished UX
- Enterprise data integration (MCP)
- 5–10 pilot enterprise customers
- Web + mobile product launch

## 03 Scale

*12–18 Months*

- Full employee lifecycle coverage
- Org intelligence dashboard live
- COE expansion (ER, Rewards, L&D)
- Platform partnership discussions

## THE ASK

# \$1,000,000

Pre-Seed · SAFE · \$7M Valuation Cap · 17.5% Discount

**\$350K**

### CTO / Engineer

Orchestration layer, modular agent architecture, enterprise data integration

**\$150K**

### UX / Design

Polished conversational interface — web + mobile — that feels human, not robotic

**\$200K**

### GTM / Fractional CPO

Go-to-market strategy and 5–10 pilot enterprise customers

**\$300K**

### Founder Runway

Transition to full-time CEO to build and sell simultaneously

# The future of the CPO organization is an agentic platform.

*I'm not describing what's coming.  
I've already built the first version of it.*