ScopeHR by ScopePlus

People first

HR processes, measured in play.

An Agentic Game Studio that turns procedures, handbooks and training notes into short games for frontline teams.

PEOPLE LIFECYCLE · Induction · Training · Assessment · Promotion · Engagement

AI
Rules and problems become games.

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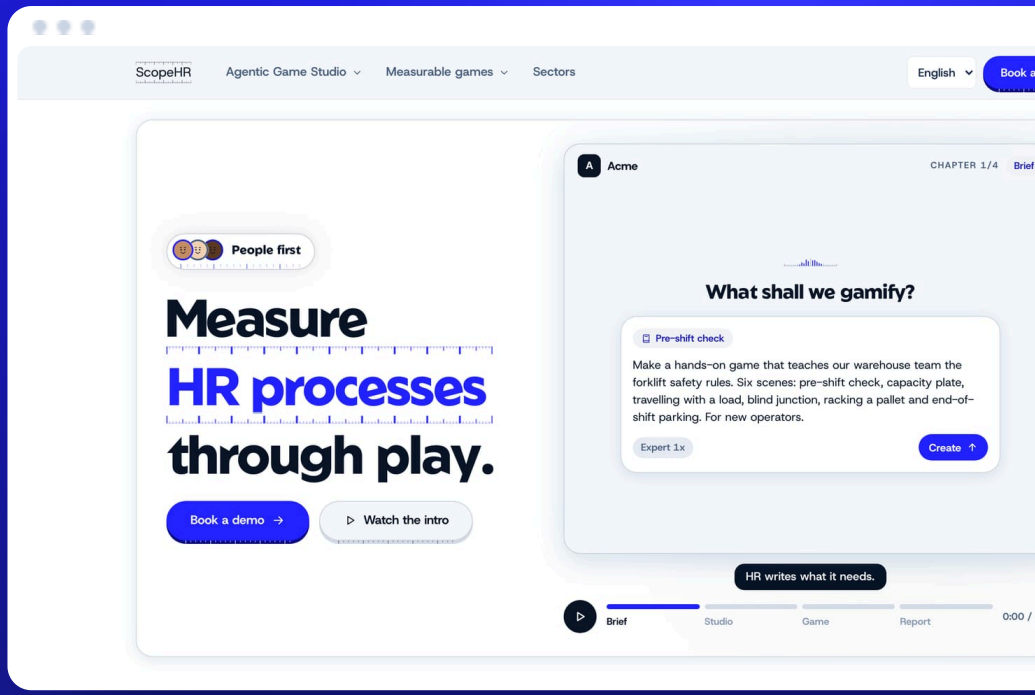
Data
Game, task, behaviour evidence.

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People
A person always decides.

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Agentic
Milo runs promotion on its own.





- Agentic Game Studio
- Knowledge Base
- Game Bank
- Eight blocks
- Four bands
- Santi and Milo
- Promotion kit
- ROI

Screens show sample data.

PROBLEM

Rules are on paper. Not on the floor.

Surveys miss the truth
All tick the best box. Behaviour isn't measured.

Guidance stays on paper
The procedure is filed, not followed.

Untested training
No one knows who learnt what.

Skill stays hidden
Good work goes unreported, unpromoted.

PEOPLE LIFECYCLE

1 **Induction**
First days in Practice mode.
Practice · Welcome

2 **Training**
Rules and standards, played.
Knowledge Base · Studio

3 **Assessment**
Skills measured in play.
Band · Report

4 **Promotion**
Milo fills evidence gaps; a manager decides.
Milo · Kit

5 **Engagement**
Pulse and praise.
Pulse · Praise

One studio, every stage. Agentic Game Studio — Eight blocks, a game for every work moment.



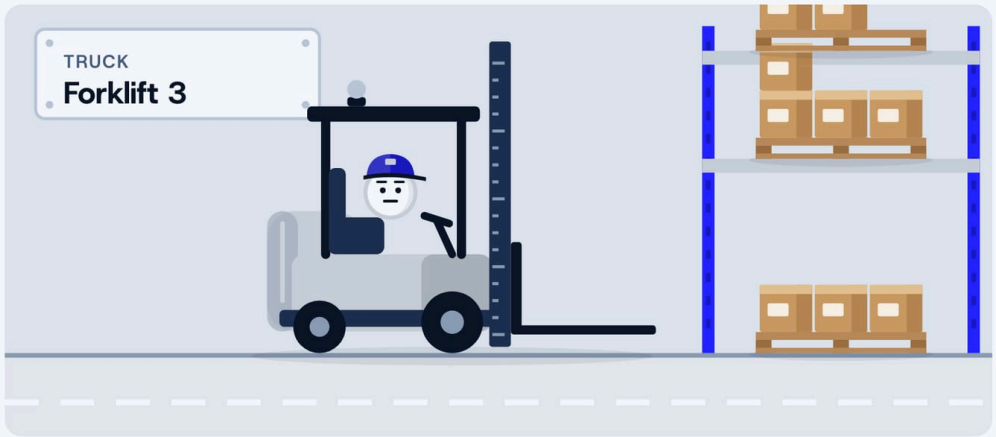
SANTI, AI GAMES AND TRAINING COACH

With every player.

Gives hints and shows the standard in Practice. In Play, explains only the rules, never the answer.

Practice
Hints, the standard, a good move.

Play
Only the game's rules.



Forklift Training People play; every move gets feedback.

Screens show sample data.

Milo builds the case, the manager decides.

MILO'S AGENTS

Opens the promotion round itself, fills evidence gaps with games, suggests flags and reminds.

Works daily. Decides nothing on its own.

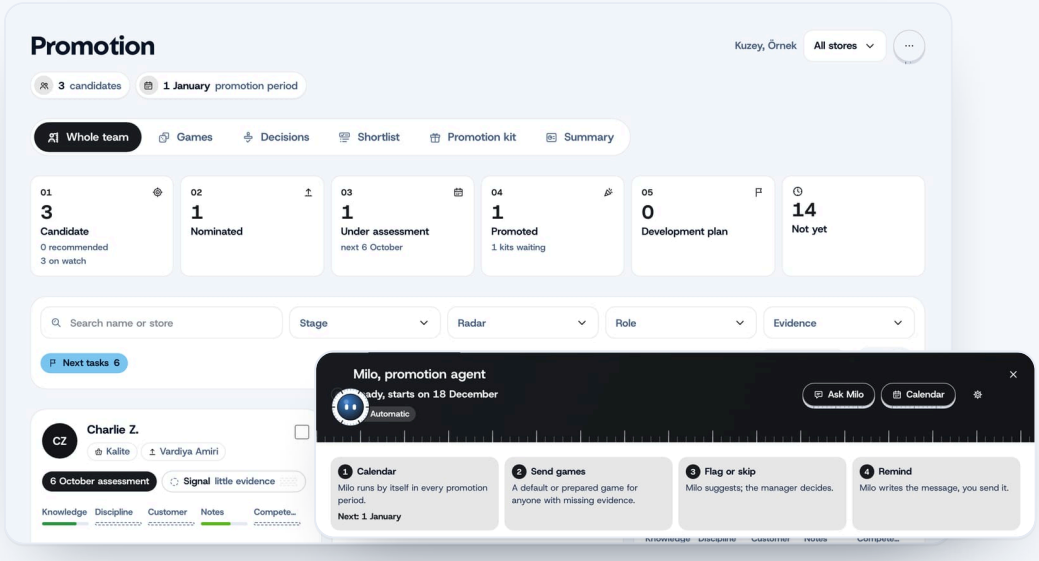
Planner · Evaluator · Judge · Note taker · Reminder

1 Runs on the calendar
Runs daily during the round. Nobody presses a button.

2 A game for each gap
Plans a ready or Studio-made game for whoever lacks evidence.

3 Suggests flags
Combines task, behaviour and game evidence.

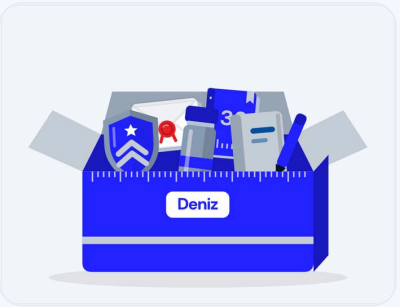
4 Reminds
Milo drafts, the manager sends.



HR sets thresholds, dates and instructions.

PROMOTION KIT

Day one in the office: laptop, welcome pack. Why not on the forklift?



DIGITAL CARD · SAMPLE KIT

Well done, Deniz!

Forklift operator ····· Shift supervisor

You earned this. We're with you from day one in your new role.

Forklift Training: Strong
Game, task, behaviour evidence together

Milo drafted, the manager sent

FOR ALL · Congrats letter · Role guide and first 30 days · New ID card and pin · Mentor: a seasoned shift supervisor

Screens show sample data.

From Knowledge Base text to game, via an approved plan.

Knowledge Base — Game plan — Game built — Checks — Preview — Publish

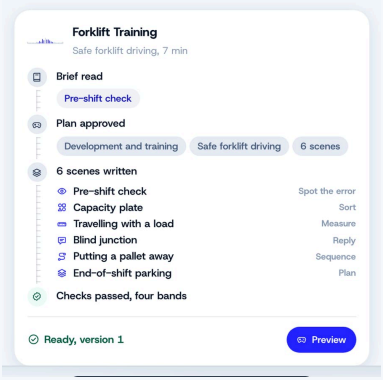
BRIEF

What to gamify?

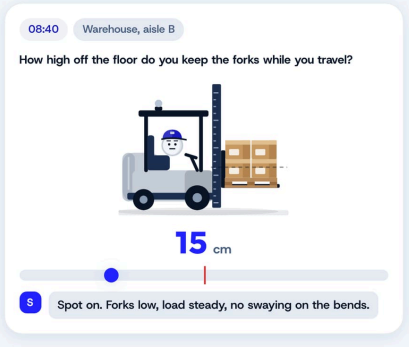
Make a hands-on game that teaches our warehouse team the forklift safety rules. Six scenes: pre-shift check, capacity plate, travelling with a load, blind junction, racking a pallet and end-of-shift parking. For new operators.

Create ↑

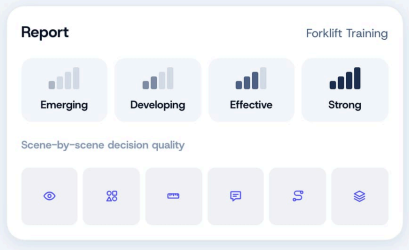
Give scenes, audience and source. The plan uses them and asks about the rest.



01 Studio
From the plan, Studio builds and checks scenes.



02 Game
People play; every move gets feedback.



03 Report
One of four bands, each scene shown on its own.

GAME PLAN

Plan first, then play.

1. **Goal** — L&D, promotion or Pulse.
2. **Competency** — Each game measures one competency.
3. **Scenes** — From 3 to 12.
4. **Game type** — Hands-on or role-play.
5. **Audience** — Who will play it.
6. **Source** — A Knowledge Base page.
7. **Basis** — Applied research. No invented sources.
8. **Category** — Its place in the bank.

Every question has a suggested answer. Accept it in one click.

SAFETY

Seven core rules, always on.

- Code
- Sensitive data
- Gender and other bias
- Exploiting people
- Bullying
- Unethical or illegal
- Non-HR topics

Any brief or game that touches these is stopped and logged. HR can add its own blocked topics.

WHO BUILDS

HR and senior managers build games. Others need their permission.

- One competency per game
- Preview before publishing
- Blocked briefs are logged

Screens show sample data.

HOW WE MEASURE

The edge: how we measure.

01
Play is proof
Measures decision quality. Speed and skipped scenes don't score.

02
Fair bands
Four bands, no percentile ranks. Too little play, no band.

03
The server scores
Each move is checked against an answer key.

04
All games tested
Every scene is tried first. No game goes live unless all four bands are reachable.

05
Safe by design
No biometrics, no special category data.

06
People decide
Agents prepare and remind. A manager decides.

KEY ROLES Each of these jobs is a craft to learn and measure.



Cashier
Right totals, calm words, a moving queue



Forklift operator
Safe driving, balanced loads, giving way



Line worker
Quality checks, when to stop the line



Loader
Safe lifts, loading in order



Cleaner
Hygiene standards, safe chemicals

Same measure for all: four bands, no percentile ranks, bias rule always on.

DEMO

See it on real processes.

Book a demo. The first game, built together.

Book a demo: scopehr.fun/demo

GAME BANK **Ready games for frontline teams.**

Forklift Training
Safe forklift driving

Till Shift
Friendly till service

Warehouse Morning
Care and accuracy

On the Line
Ownership

Loading Bay
Prioritising

Field Service
Customer focus

New Shift Supervisor
Leading people

DECENT WORK

Frontline or office, decent work.

ILO THE FIVE PARTS

1. **Productive work and a fair income**
2. **Workplace security, social protection for all** OUR FOCUS
   Safety rules practised and measured in games, like forklift training.
3. **Better prospects for personal development and inclusion** OUR FOCUS
   Train, measure, retrain in one loop. Milo builds promotion on evidence.
4. **Freedom to voice concerns, organise and take part in decisions** OUR FOCUS
   Pulse lets the team speak up every week.
5. **Equal opportunity and treatment for women and men** OUR FOCUS
   Same measure for all: four bands, no percentile ranks, bias rule always on.

FOUR PILLARS — Job creation · Rights at work · Social protection · Social dialogue

Gender equality runs through all four

1999
The ILO put decent work on its agenda.

2015
Its four pillars joined the UN 2030 Agenda.

Goal 8
Decent work and economic growth for all.

Today
Mission: Human Development Intelligence.

Source: ILO, Decent work

OUR MISSION

Human Development Intelligence

Maximising Human Development Intelligence: making each person's learning, work and growth visible.

ScopePlus™ SCOPEPLUS FAMILY

ScopeHR — HR processes, measured in play.
scopehr.fun

ScopeFocus — Cognitive games measuring focus
scopefocus.fun

ScopEdu BETA — Play-based lessons
scopedu.vercel.app

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