
SYNTROPIO AI COWORKER

Human Resources

For the people who build the organization — from
processes to people capability



The org chart is current. The organization is another question.

HR carries the structures people work in — roles, competence, onboarding, processes — while the questions keep growing: who can do what, where the gaps are, and whether the people processes actually support the business. The work is about making the organization visible, and workable.

Role descriptions exist — from three reorganizations ago.

Competence lives in people's heads; the overview lives nowhere.

Every onboarding is improvised — some brilliantly, some not.

HR processes serve the audit better than they serve the managers.

WHAT THIS WORK SHOULD DELIVER

Roles that are real

Clear roles and responsibilities — matched to how work actually runs.

Competence made visible

Capability and gaps you can see, plan and develop against.

Onboarding by design

Every new hire meets the same well-built journey.

People processes that serve

HR governance that supports managers, not just files.

From administrating people processes to building organizational capability.

Five practical capabilities, grounded in the discipline model.

#	CAPABILITY	WHAT IT PRODUCES
1	Role & organization clarity	Roles, responsibilities and structures mapped and clarified — drafted for decision.
2	Competence & capability analysis	Workforce and competence gaps analyzed at structure level.
3	Onboarding & lifecycle design	Onboarding material and employee-lifecycle structures reviewed and improved.
4	HR process & governance review	Gaps in HR processes and governance identified, improvements proposed.
5	People-risk summaries	HR-related risks, trends and improvement areas summarized — structural, never personal.

IN PRACTICE — SIDE BY SIDE IN YOUR WEEK

In the reorganization — it drafts role descriptions and responsibility structures from your inputs — consistent, complete, decision-ready.

In workforce planning — it maps roles, competencies and capability gaps at the structural level.

When onboarding is rebuilt — it structures the journey — content, sequence and follow-up — from your routines and roles.

WHAT IT NEEDS FROM YOU

Your organizational structure, role and process documentation, and competence frameworks as they stand. Advisor, never caseworker: personal data beyond names and roles never enters the model — it works on structure, competence and process, never on individual cases.

What it stands on — and where to begin.

PROFESSIONAL FOUNDATION

Human resources and organizational development · workforce planning and competence mapping · role clarification and organizational analysis · employee-lifecycle and onboarding design · performance-management practice · people analytics at structure level

STANDARDS & REGULATORY LANDSCAPE

ISO 30414 awareness · competence-management and organizational-design frameworks · Working Environment Act · labor law · GDPR · anti-discrimination requirements · sick-leave and follow-up obligations · internal employment policies

A curated selection. Standards apply at your organization's adoption level. Regulatory references reflect the Norwegian baseline — adapted per market and sector, and verified against current sources in every engagement.

WORK WITH SYNTROPIO ON —

Four examples in ascending ambition — from a question in the meeting to a governed rhythm across the organization.

ASK	"Benchmark this role description against how the job actually looks today."
PRODUCE	"Draft the employment contract and the job posting from our approved templates — ready for review."
SCHEDULE	"Run a scheduled review of existing employment contracts — deviations from current templates flagged for legal review."
CONSOLIDATE	"Consolidate onboarding feedback, exit interviews and turnover data into one workforce picture with actions."

A discipline of Syntropio, the Operating System for Organizational Intelligence — activated as your organization's own instance, grounded in your sources, governed within agreed boundaries and reviewed by qualified people.

BRING ONE REAL CHALLENGE

Bring one real role, competence or people-process challenge.
We'll explore how Syntropio can help HR build the organization — not just administer it.

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