Kario AI™

A talent and workforce prediction tool designed to reduce risk.
BUILT ON AI. GROUNDED IN PEOPLE SCIENCE.

Change doesn't fail at the plan. It fails at the impacts.

And now, it can be predicted.

Taken from the Greek word *karios* meaning the opportune time to act, *Kario AI*™ is The Change Shop's AI-driven workforce intelligence platform designed to create a **digital 'twin' of your workforce to** simulate employee and candidate behaviors using synthetic populations pulled from actual employee feedback. This enables leadership and HR teams to get a preview of the implications of decisions on their workforce. Now you can **test strategies, validate decisions, and anticipate team member reactions** before investing, launching, or making a change. TCS' Kario AI™ equips leaders with data to decide the best possible path forward.

The Problem

Kario AI™ solves the problem of **outdated, slow, and costly employee research** by replacing traditional surveys and focus groups with **AI-driven synthetic workforce simulations** that deliver faster, confidential, and more accurate predictive insights into employee perceptions and behavior.

The Solution

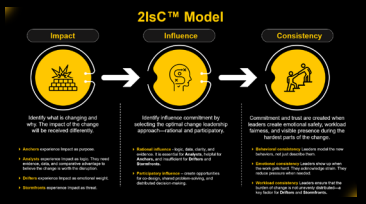
Synthetic workplace modeling built on 10,000+ employee profiles across 22 industries, TCS *Kairo AI*™ provides comparisons to validated data sources (workforce, employment, psychometrics):

- **AI Algorithms**: employee response and pattern recognition, population modeling, and validation.
- **Insight Modules**:
  - *Smart Interview* → qualitative "why" behind behaviors.
  - *Smart Scenario* → optional fully automated focus group-style perception testing.
  - *Smart Panel* → quantitative validation across thousands of synthetic employees.

Genspark

TCS Kario™ is powered by Genspark which uses a mixture-of-agents (MoA) architecture powered by multiple large language models rather than relying on just one. It coordinates across roughly 9 of the leading, recognized AI models.

Customized recommendations based on over 10 years of research into more than 10,000 workers' experiences of workplace change and the 2IsC™ Model that details the 3 factors most correlated with workplace change Impact, Influence, and Consistency.



- 10,000+ unique worker inputs on their personal experience of workplace change
- 100+ unique case study comparisons
- 5-stage change journey predictions
- 4 change profiles depicting the most common reactions to workplace change

Features

- *'What-if'* change scenario planning
- Employee reaction projections
- 'Consultant in-a-box' engine with clear and actionable recommendations
- Simulate worker reactions over 5-unique stages and 22 different workplace change types
- Industry / change type workforce comparisons to 4-validated behavior / reaction profiles
- Automated / AI-driven "any time" interviews
- Anticipate and identify targeted talent / workforce risks

Tools and insights across 4 categories

Structured dialogue

Real conversations about evidence and situations, not speculation or guessing.

Workplace culture

Neutral, reproducible scoring that reveals cultural and operational barriers.

Targeted interventions

The smallest lever to restore buy-in, tailored to clear profiles: Analysts, Anchors, Drifters, and Stormfronts.

Phased roll-out

Time-based predictions showing how perceptions will unfold over time and exactly what to do.

Achieve Buy-in. Build Commitment. Cultivate Change.

www.theChangeShop.com

the Change Shop™

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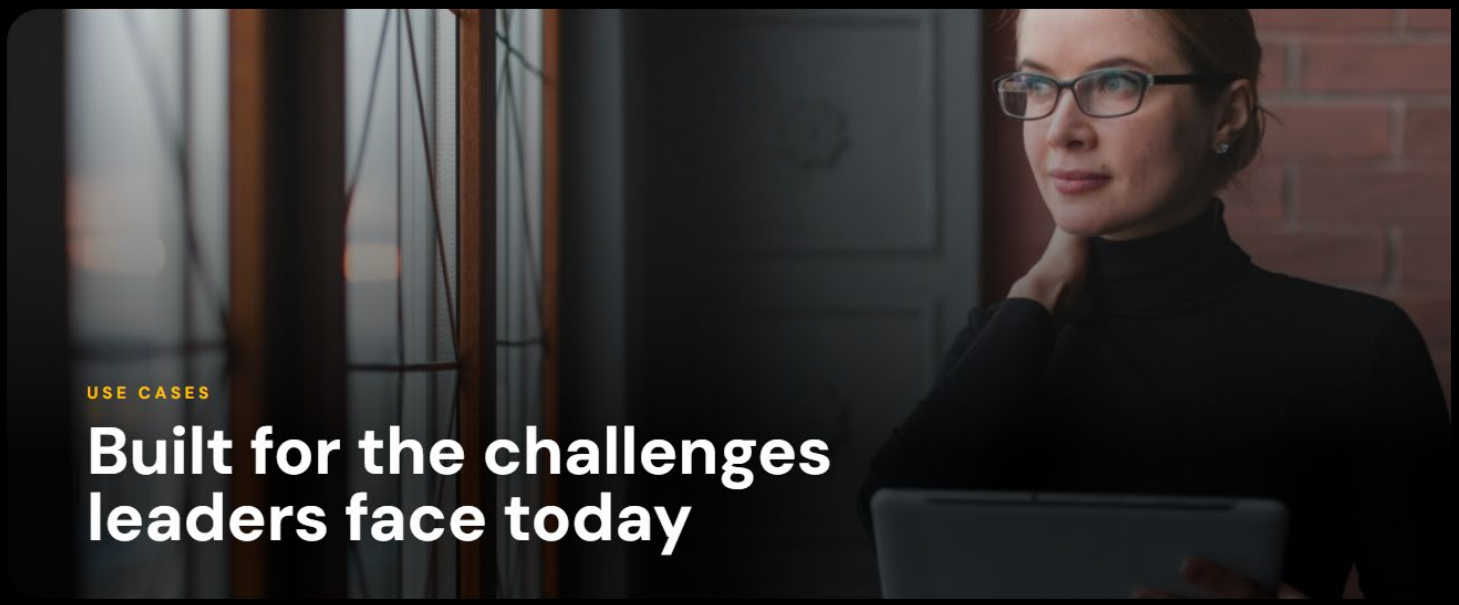
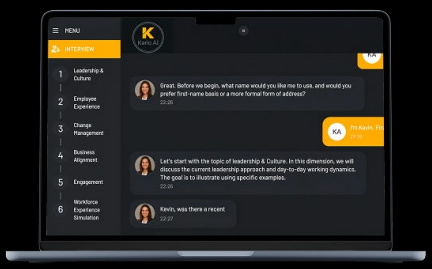


USE CASES

Built for the challenges leaders face today



Kario AI

THE CONCEPT

Fuse human judgment with synthetic intelligence and real-world cases to transform behavior into real-time signals leaders can use.

Kairo AI is an augmented talent and change management platform that helps make decisions impacting the workforce **visible, diagnosable, and predictable. It fuses human insight with synthetic intelligence and real-world cases,** turning organizational behavior into real-time signals leaders can act on. Built on advanced AI, grounded in organizational science, and designed for the way people actually work.

the Change Shop™