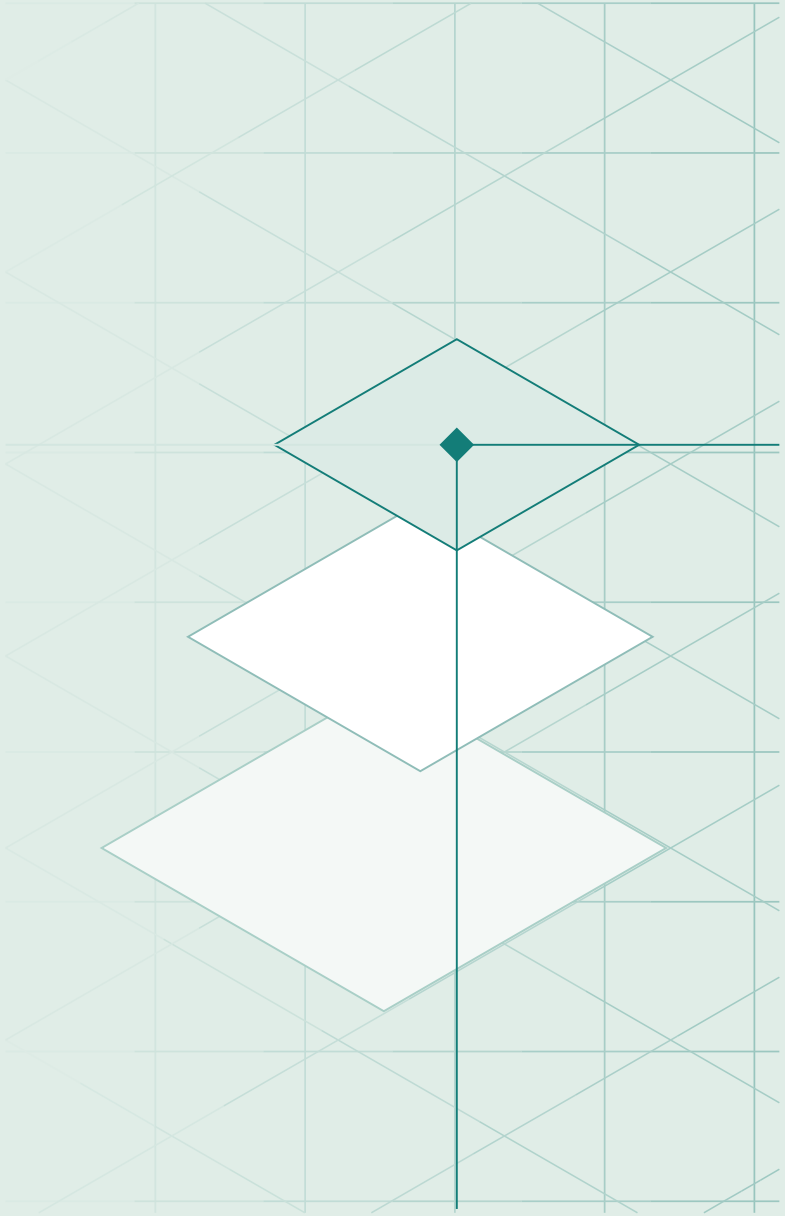
ImpactOS

AI-led Enterprise Operational Intelligence

Focus on the work.
Let intelligence handle the tracking.

Karim Gaber Saleh

karimgabersaleh.com



Tracking work has quietly become a second job

Manual tracking adds work after the work is done. ImpactOS maintains it automatically.

TRADITIONAL OPERATING MODEL — **5 manual steps**

Perform work → Update trackers → Chase information → Collect evidence → Prepare reports

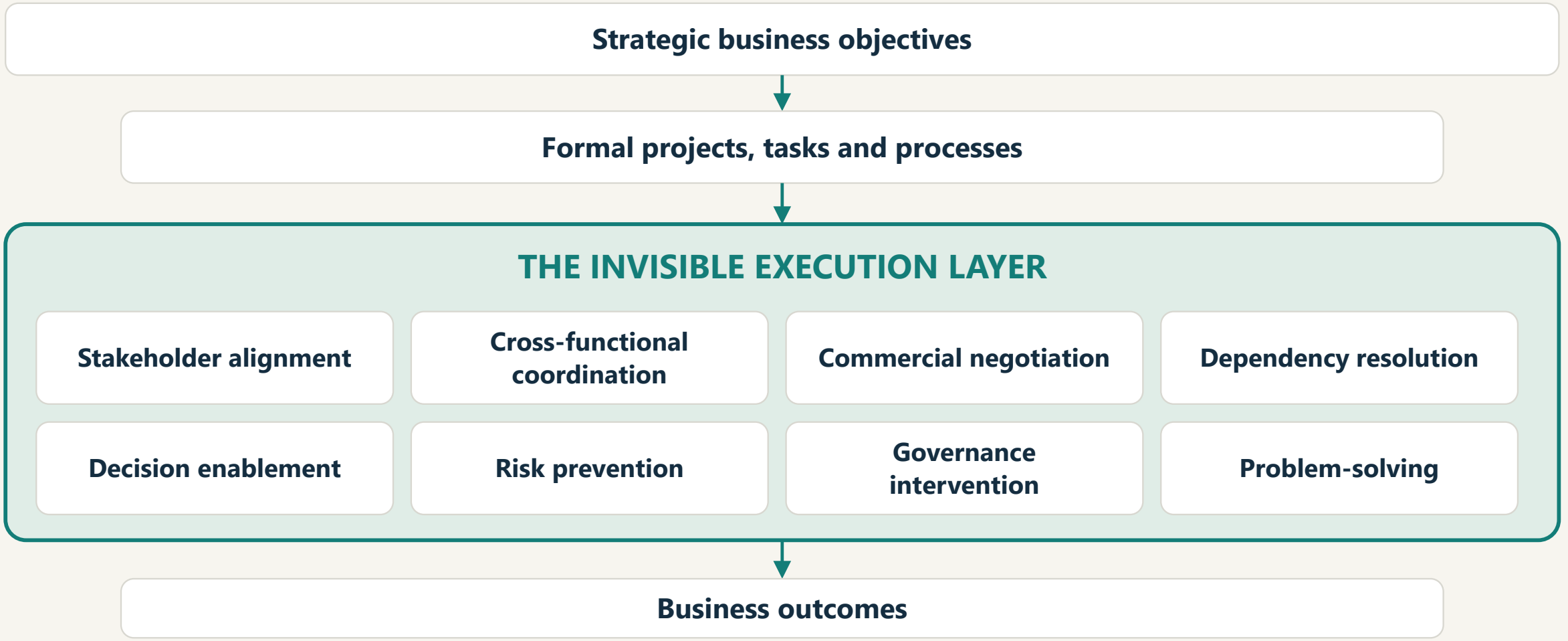
IMPACTOS TARGET OPERATING MODEL — **1 review step**

Perform work → **ImpactOS automatically maintains operational intelligence** → **Review material exceptions**

Tracking work should not become additional work.

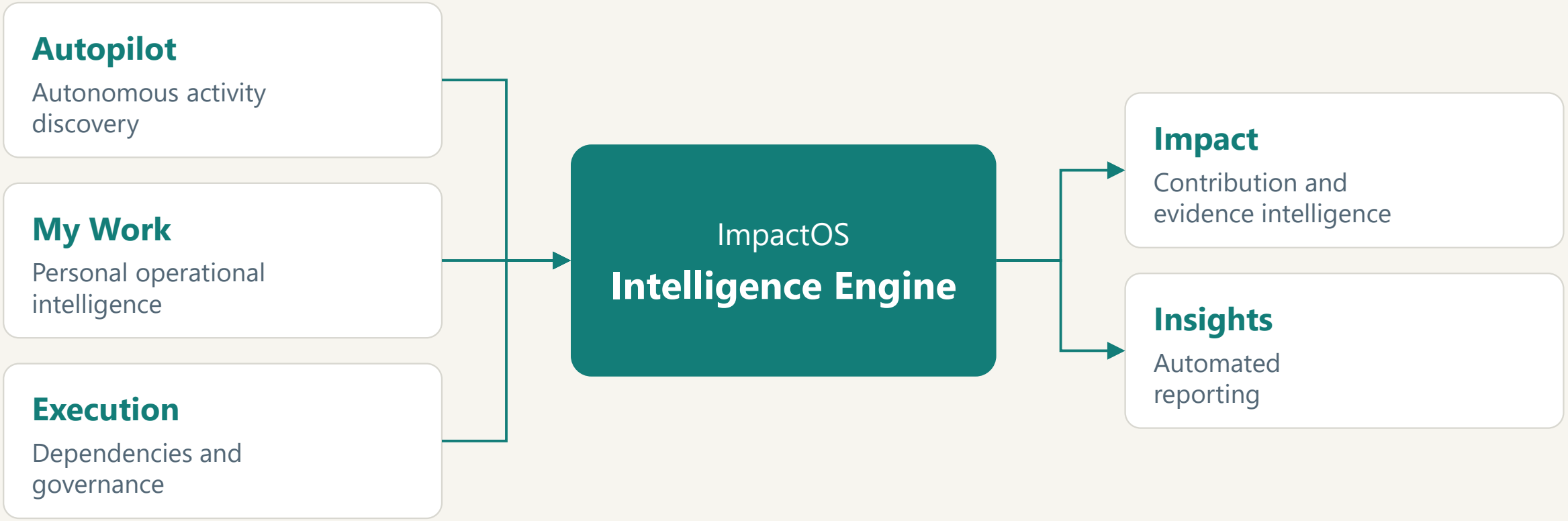
Outcomes depend on work no task system records

The work that enables outcomes is not always visible in task-management systems.



Six modules, one intelligence engine

Trust is built in as a cross-cutting control layer, not added later.



Trust: security and responsible AI, applied across every module and the engine

Your work, automatically understood

A personal collaborator that briefs you, rather than a dashboard you maintain.

ImpactOS | Illustrative interface content, fictional data

Good morning. Here is what ImpactOS found today.

Activity is discovered and updated automatically. No manual updates.

18	7	3	2
Open	Waiting	Closed	Requires review

Needs your attention

Commercial approval for Northfield Data Hall 2 is still open.

Recommended next action

Send the approver the readiness summary

Linked evidence: readiness sign-off (ticket), capacity review (meeting)

Ask: what is blocking Northfield activation? **Ask**

Automatic work discovery

Activity is found and linked without manual logging.

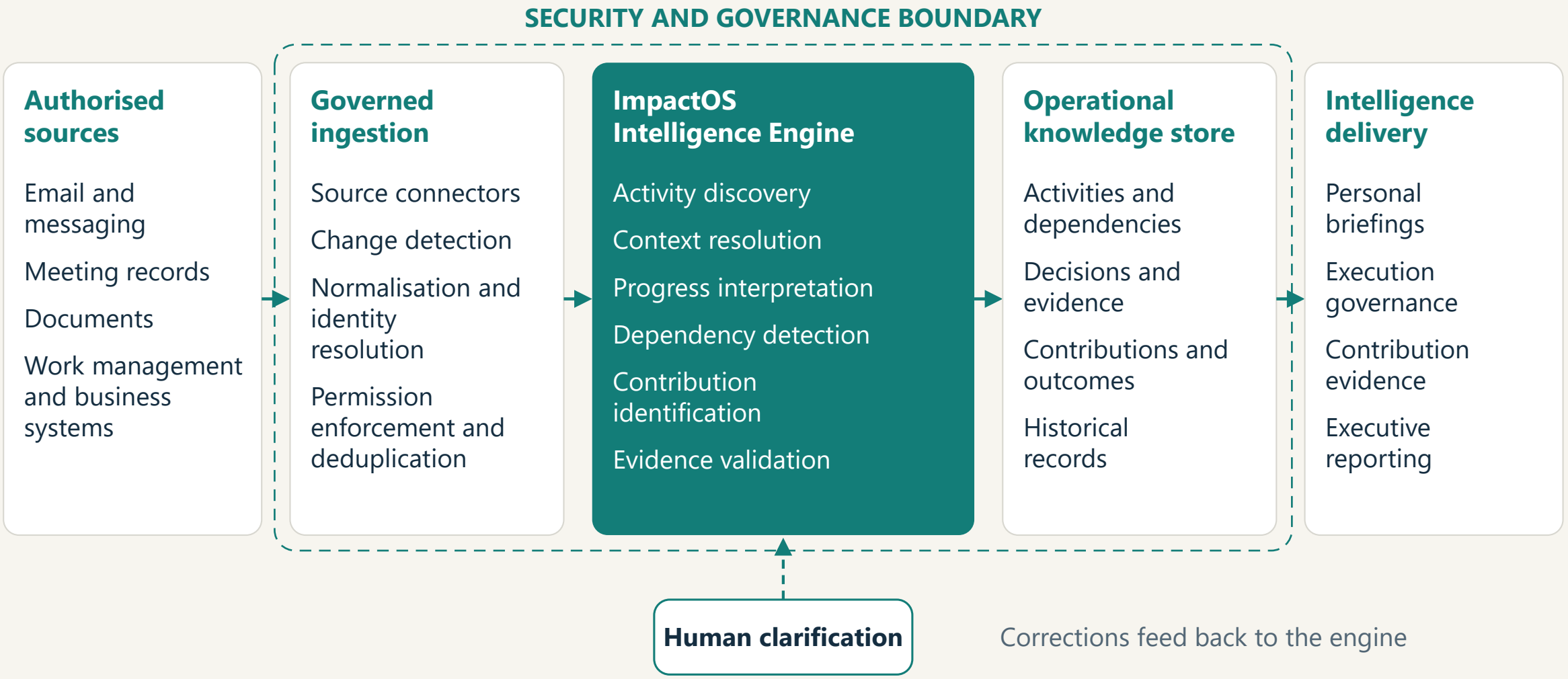
Human intervention by exception

You review only what needs a decision.

Evidence-based operational awareness

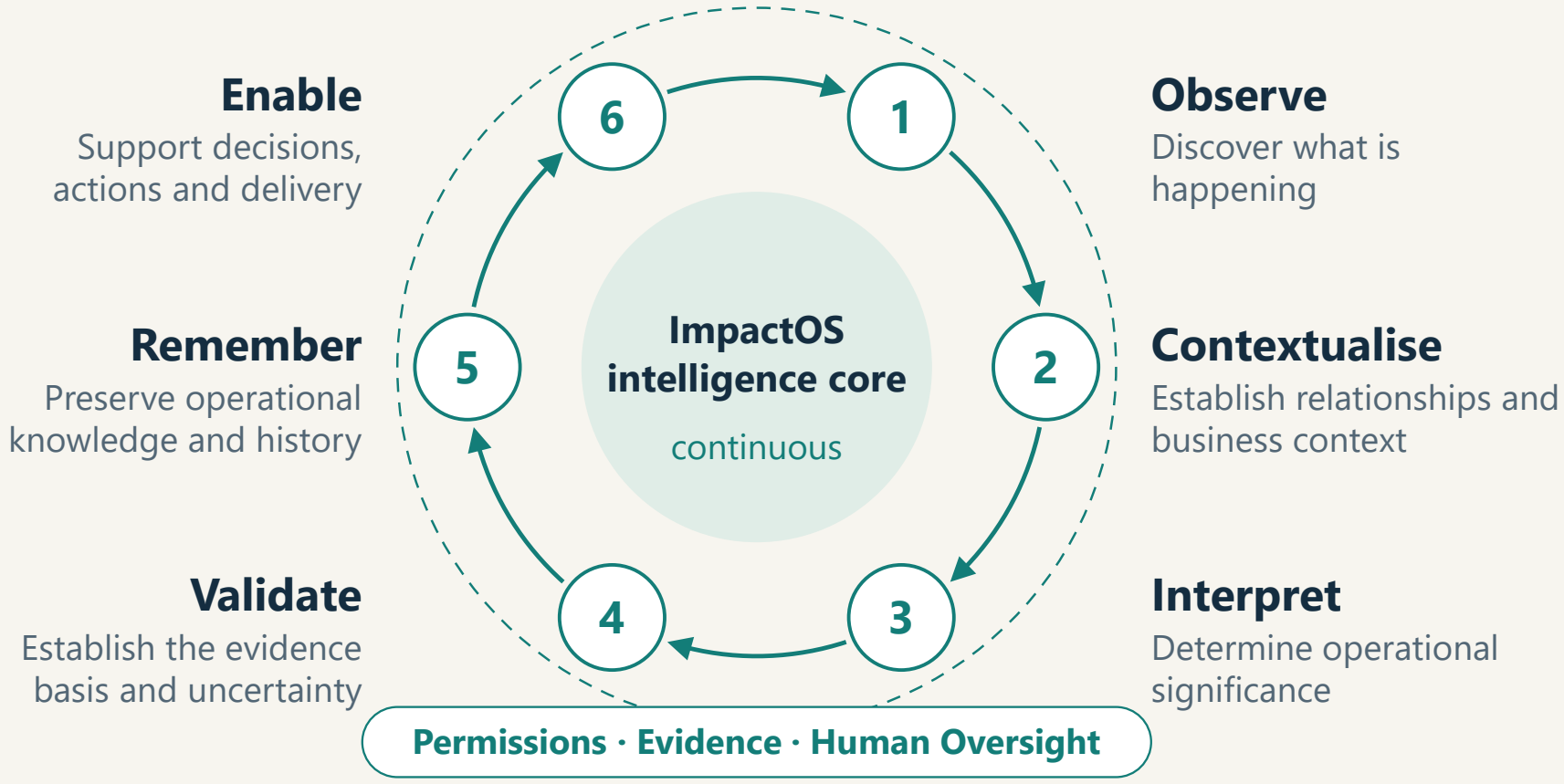
Every status traces back to its source.

From fragmented data to continuous intelligence



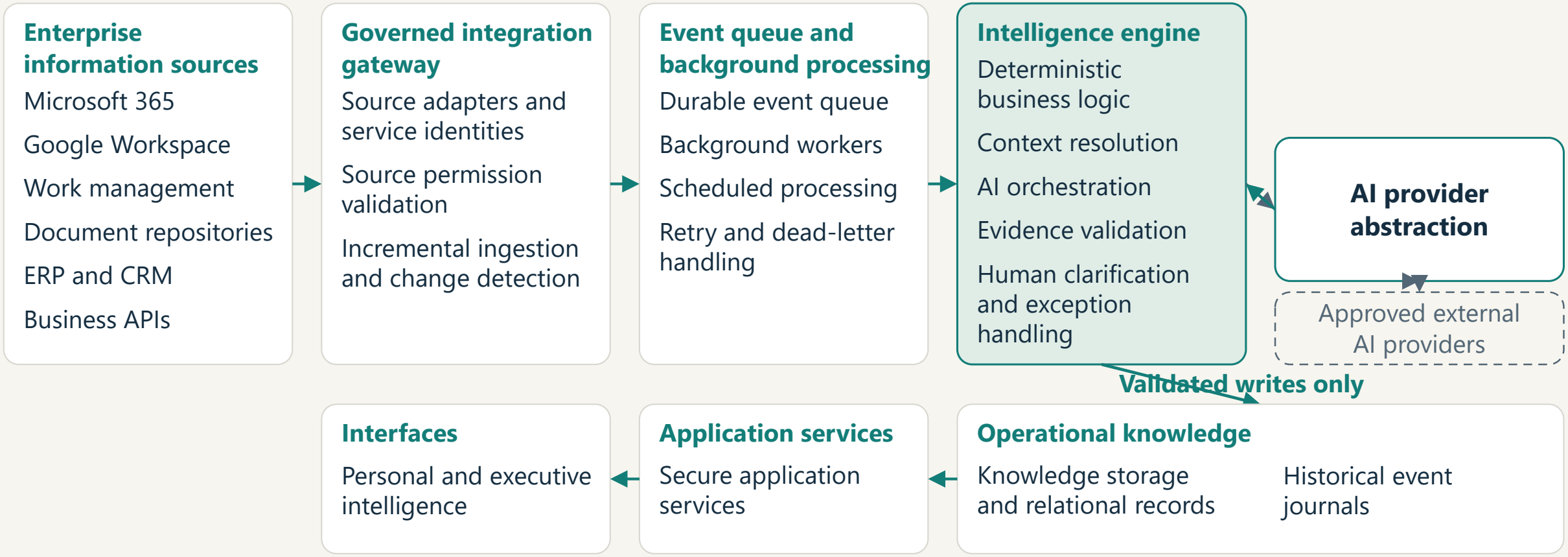
Intelligence is a cycle, not a periodic report

Continuous intelligence replaces periodic manual reporting; every cycle improves the next.



Governed layers, from source to executive insight

Reference architecture: a proposed enterprise design, not a deployed environment

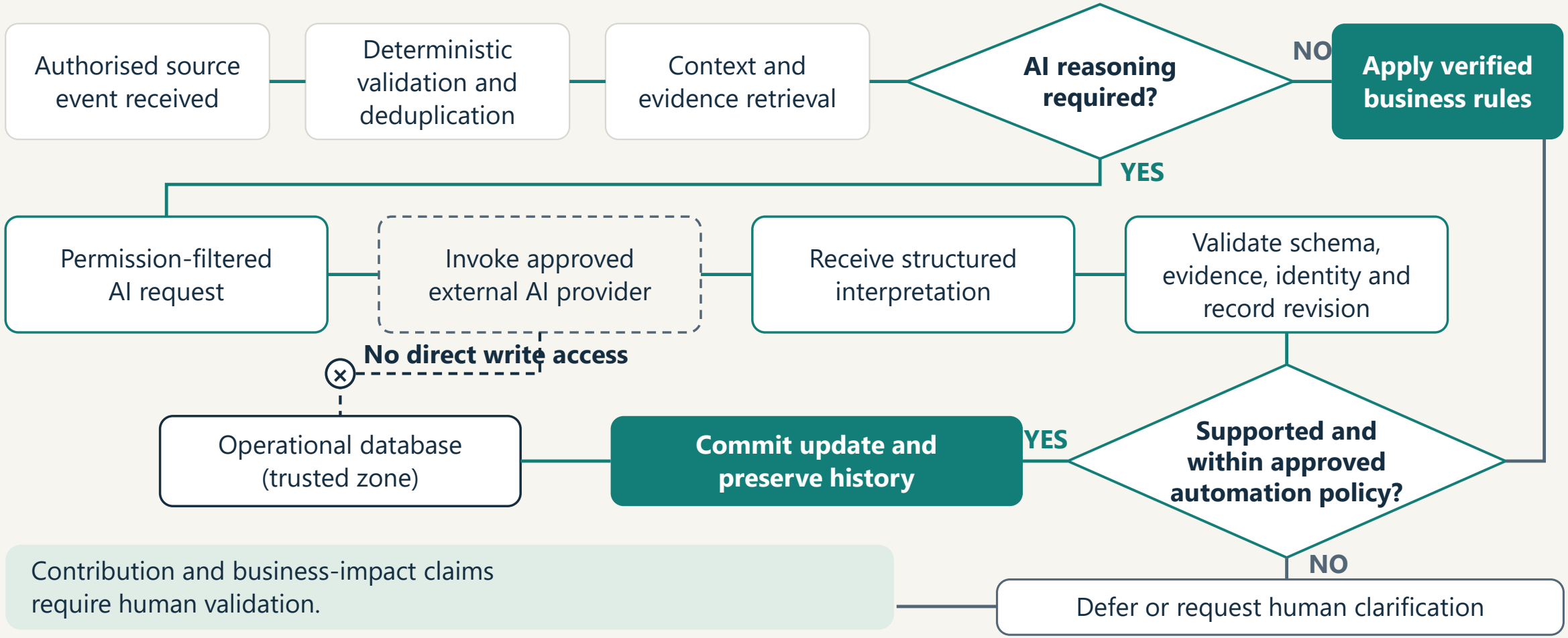


CROSS-CUTTING GOVERNANCE AND SECURITY, applied to every subsystem

Identity · Authorisation · Privacy · Audit · Monitoring · Retention · Cost controls

AI proposes; rules, evidence and people decide

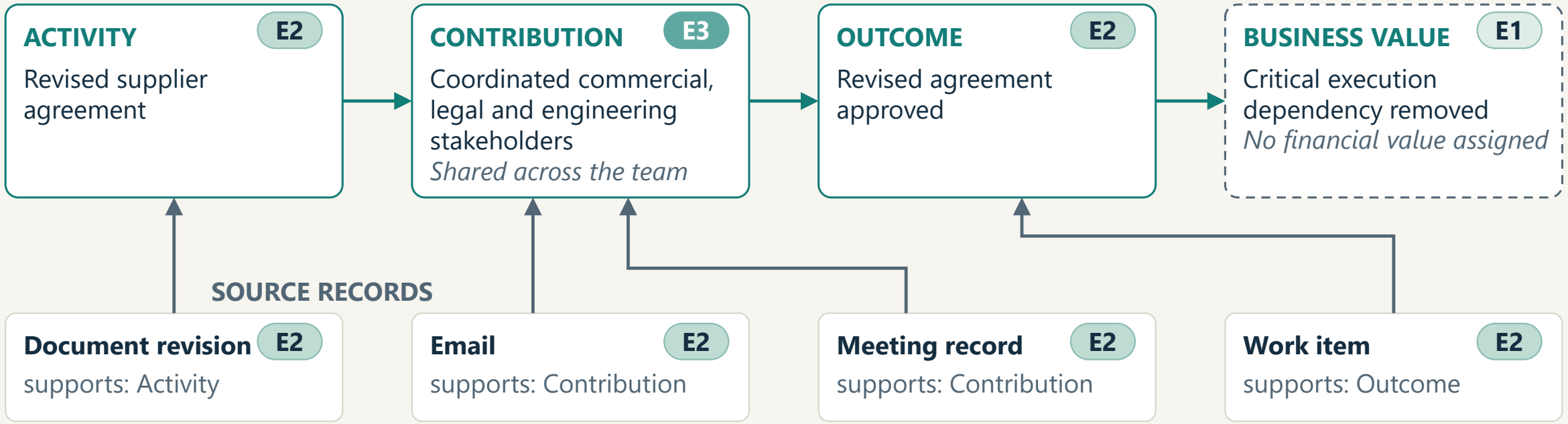
Deterministic first. AI only where needed, always validated and human-accountable.



Contribution and business-impact claims require human validation.

Evidence turns invisible work into visible value

Fictional scenario: every claim is linked to source records and a stated level of evidence.



EVIDENCE CREDIBILITY

E1	E2	E3	E4
Identified	Supported	Corroborated	Validated

Fictional scenario. Evidence levels are illustrative.

Evidence qualifies the claim.
It does not score the employee.

Trust is built into the architecture

Design requirements, not verified security guarantees or regulatory certification.

ZONE A

Personal Intelligence

Private working context, personal briefings and individual notes.

No default manager access

Policy gateway

Permission
Purpose
Validation

ZONE B

Organisational Intelligence

Authorised shared activities, programme progress, dependencies and operational decisions.

Source permissions inherited

Policy gateway

Permission
Purpose
Validation

ZONE C

Performance Intelligence

Qualified contribution evidence and controlled human performance-review support.

Human-reviewed, never auto-rated

CROSS-CUTTING SECURITY FOUNDATION

Enterprise identity	Least privilege	Source permission inheritance	Encryption
Data minimisation	Auditability	Retention and deletion	Human oversight

PRODUCT SAFEGUARDS (DESIGN REQUIREMENTS)

No automatic employee ratings | **No covert surveillance** | **No unauthorised information disclosure**

One methodology, multiple enterprise ecosystems

Candidate architectures, subject to licensing, security and deployment validation.

Microsoft-centric Candidate enterprise implementation architecture		Independent cloud Candidate enterprise implementation architecture
Microsoft 365, SharePoint and Azure DevOps	**Sources**	Microsoft 365, Google Workspace, Jira, Slack and approved business APIs
Power Automate and approved Microsoft Graph connectivity	**Integration**	TypeScript adapters, OAuth, webhooks and incremental synchronisation
AI Builder, approved Azure AI services and deterministic business logic	**Intelligence**	Node.js / TypeScript core and interchangeable approved AI providers
—	**Processing**	Google Cloud Run, Pub/Sub and Cloud Scheduler
Microsoft Dataverse	**Data**	PostgreSQL / Cloud SQL
Power Apps Code Apps and optional Power BI	**Presentation**	React web application
Microsoft Entra ID, DLP, environment controls and security roles	**Governance**	Enterprise OIDC, policy enforcement, Secret Manager and protected audit logging

COMMON DESIGN FOUNDATION: consistent business architecture, adaptable infrastructure

ImpactOS Canonical Data Model · Intelligence Cycle · Evidence and Governance Methodology

Prototype validated, enterprise validation ahead

Maturity today: validated on a synthetic prototype. Enterprise validation is still to come.



Validated in prototype

Synthetic data; not a production benchmark

- ✓ Event ingestion and processing
- ✓ Source revision tracking
- ✓ Operation without routine manual input
- ✓ Responsive display of committed data
- ✓ Automated regression testing

Required for enterprise readiness

Not yet validated

- ○ Live enterprise integrations
- ○ Enterprise identity
- ○ Permission enforcement
- ○ AI accuracy and reliability
- ○ Operational support

Illustrative value: €574,080 of annual capacity

Economic capacity value for 100 professionals, not realised cash savings.

9,568
productively redeployed hours (14,720 gross hours recovered)

€574,080
annual economic capacity value

€120,000
one-time implementation

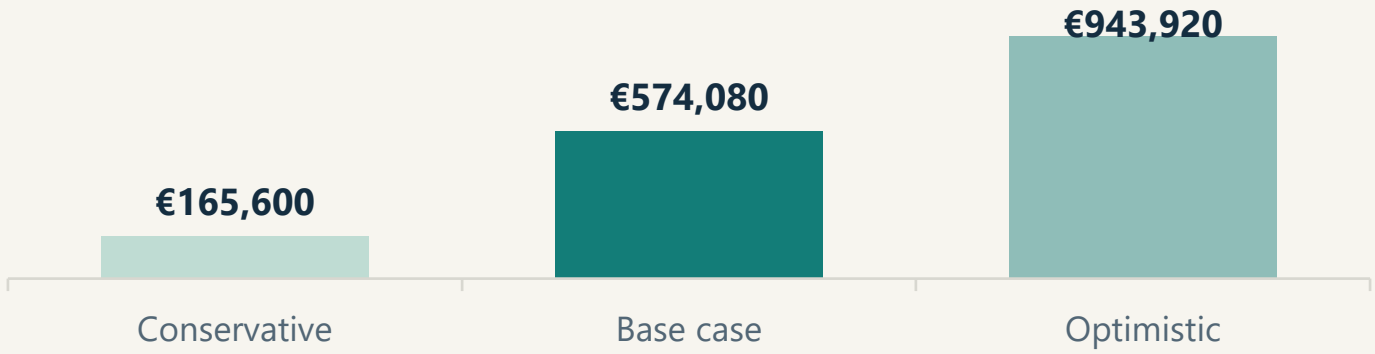
€90,000
annual operating cost

Combined €210,000: implementation plus first full-year operating cost

ASSUMPTIONS

100 professionals
5 hours weekly administrative effort
46 working weeks annually
80% reduction in administrative effort
80% effective adoption
65% productive utilisation
€60 fully loaded hourly cost

STEADY-STATE ANNUAL ECONOMIC CAPACITY VALUE



Illustrative economic capacity value, not realised cash savings. Assumes a full year of steady-state operation; not a measured production outcome.

From concept to enterprise adoption in 90 days

Illustrative implementation plan subject to organisational approvals and resources.

DAYS 1–30

Discover and Design

Establish business opportunity, baseline metrics, architecture, approved sources and governance requirements.

DAYS 31–60

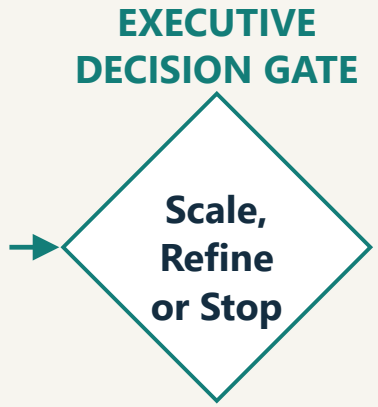
Build and Validate

Implement a controlled operational intelligence workflow, validate integration behaviour and complete applicable pilot approvals.

DAYS 61–90

Pilot and Evaluate

Measure intelligence accuracy, administrative effort, adoption, employee trust and operating costs.



Focus on the work.
Let intelligence handle the tracking.

Karim Gaber Saleh · karimgabersaleh.com