HUMAN RESOURCES DEVELOPMENT SYSTEM (HRDS)

An SNB Systems LLC Project

Abridged Confidential Draft

Overview

Our mission is to become the global standardized operating system (OS) of human capital performance, metrics, and motivation.
- We are to Human Capital (HC) what Microsoft is to the Personal Computer (PC).

Founded on three tiers

- Social Science
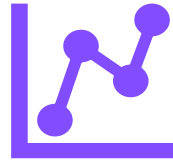- Data Science
- Blockchain Technology

Research & Technology

Social Science

Optimizing Human Performance

- Educational and Developmental Psychology
- Industry Organization Psychology

Data Science

Regression: Predictive analysis and decision modeling

Clustering: Processing matching and recommendation algorithms

Classification: Identifying outliers and data tags for sentiment analysis and natural language processing

Blockchain

NFT: Certificate and Creative Deliverable Management System

DeFi: Learn and Play to Earn Token System

Smart Contracts for Data Transfer and Verifications

The HRDS Engine Features

Social Science Standard Process

- Mass Individual Education Plan (mIEP)
- Match Making Protocol (MMP)
- Industry. Talent. Audience (ITA)
- Maturity Matching (MM)
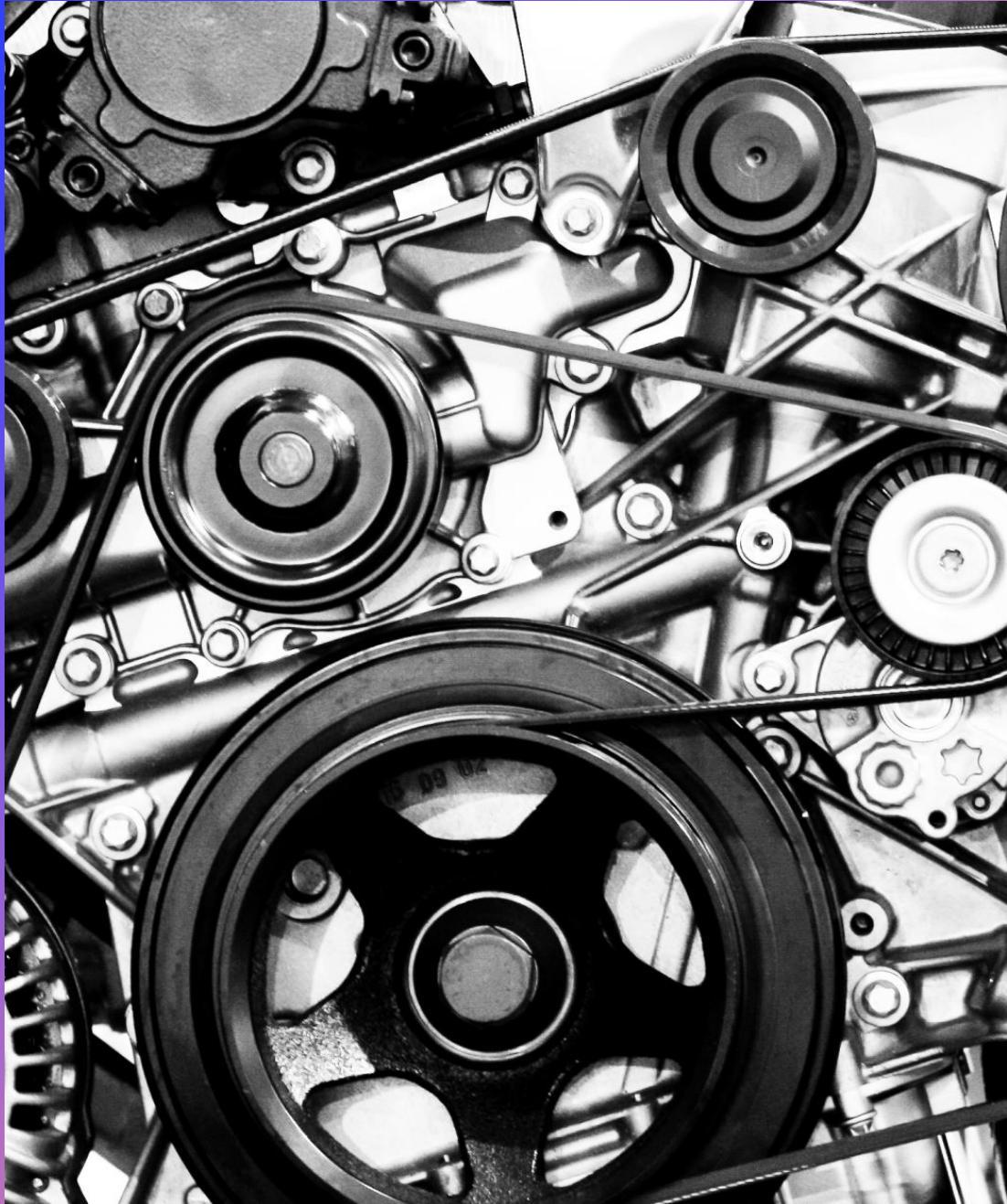- Consumer. Member. Business (CMB)

Data Science Automation

- AI/ML Algorithmic Modeling
- Training data feedback loop from application user input
- Reverse ETL
- Reporting & Analytics

Blockchain Leveraging

- Use to Earn; Mint and Burn Token IDO
- NFT Certificates
- Smart Contract data verification

HRDS Applied

- HRDS being the founding proprietary engine, we can place it in various industry vehicles

    - Including but not limited to media, technology, realty, finance, education, and human resources

Pipeline of Branded Applications

Skodify Scholar

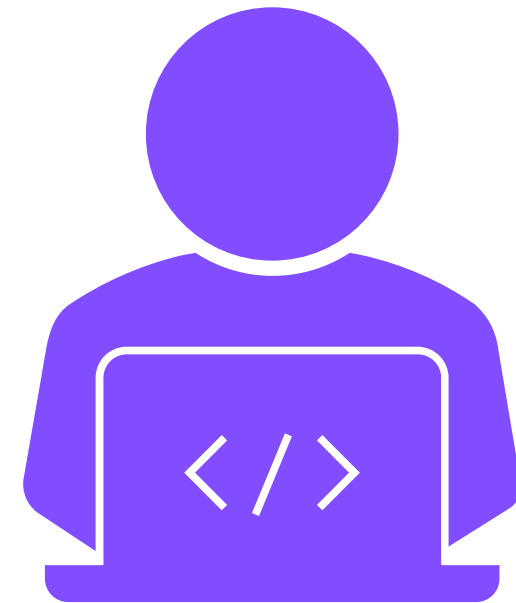Skodify Pro

SoResea

CastD

pIPOs

Sawwa

ConnectD

eRealate

HRDS

Pilot Application: Skodify Scholar

- A smart learning management system (LMS) that allows students to learn-to-earn with cryptocurrency and measures their academic performance with data analytics for respective academic stakeholders.

- User data is attached to their profile and provides the training data necessary for the HRDS algorithmic models.

Pilot Training Data Acquisition

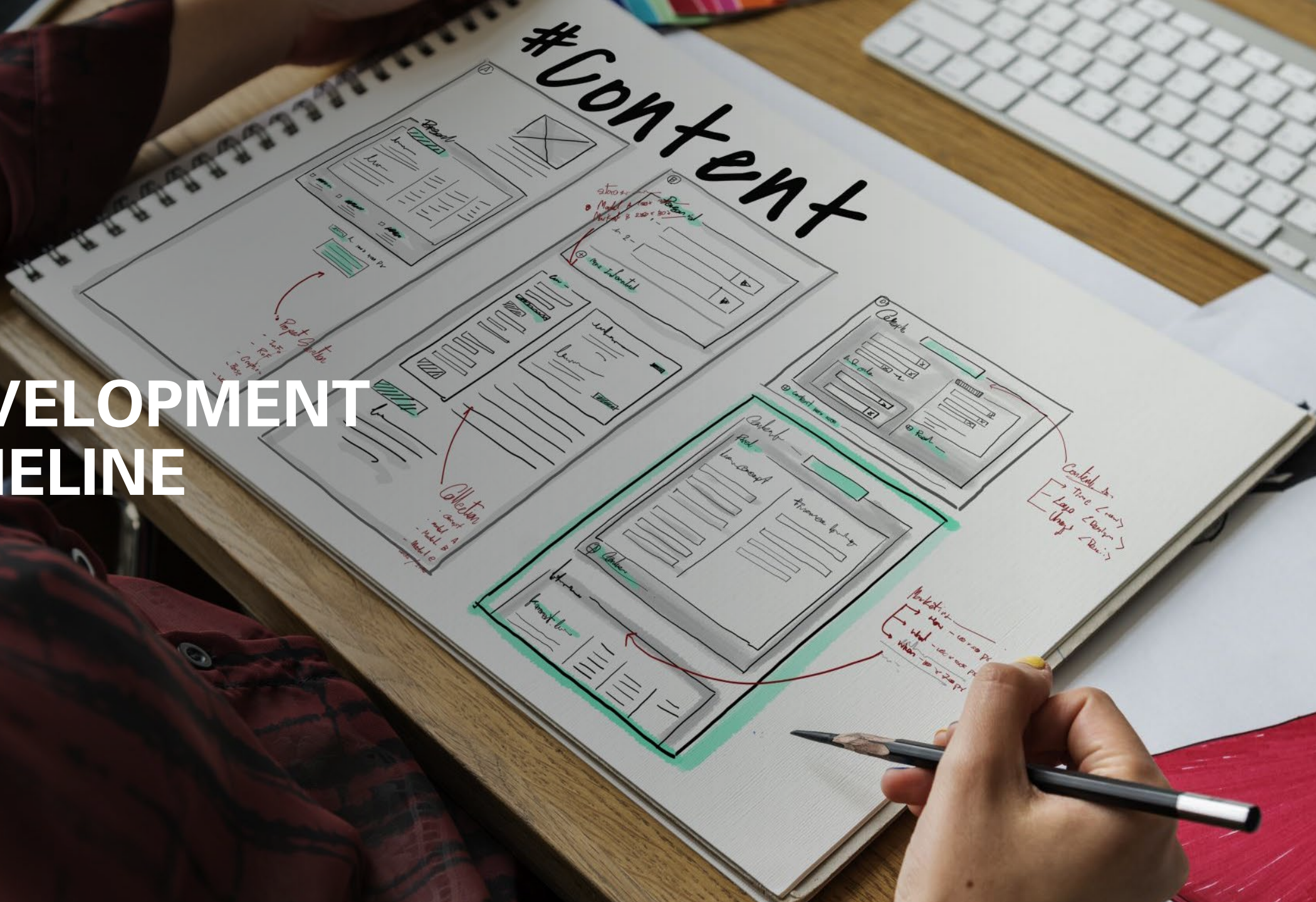Implementation of the Skodify demo with TheMeltingClass.com

Data Science as a Service, through Mindoa Solutions, for educational institutions.

We extract data from their existing LMS API

DEVELOPMENT
TIMELINE

Solution Development

Data Capture

Data Analytics

Model Iteration

Technology Solution

Token Economic Implementation

Market Approach

HRDS R&D

- Token IDO and Investor Marketing
- Algorithmic Model Development and Patent Research
- Training Data Acquisition

Data Analytics as a Service Sales

- Recruiting Senior Data Science Talent
- Packaging Service Proposals and Contracts
- Selling Service to Institutions

SaaS Dev & Sales

- Strategic Application Development and Sales on top of HRDS infrastructure
- Skodify is application of choice because of demand for virtual education solutions

Vendor Shortlist

Data Architecture
- 5x.co
- Keyrus.com

Development
- MVPWorkshop.co
- Ixiono.com
- Prasaga.com
- Columbia University

AI/ML
- Affectiva.com
- Reconess.com
- AWS, GCP, IBM

Marketing
- WappsAgency.com
- UpgradeProfits.com
- Convert4.com
- ICOService.co
- Agoragroup.ae

The Founder: Shafik N. Bahou

- Artist. Researcher. Entrepreneur
  - Bachelors of Science: Behavioral Neuroscience
    - Northeastern University
  - Masters: Cognitive Science in Education
    - Columbia University: Teachers College
  - Professional experiences in education, film, music, realty, and Cognitive Analytics with Deloitte Consulting
- Designed and implemented a supplemental education program allowing students to apply what they learn in courses to real life projects, while measuring pedagogical efficacy with statistics
  - Teaching Artist & Research work informed the development of Skodify and HRDS