

Two Frameworks. One Story.

A practical guide for HR practitioners navigating technology decisions and AI readiness.

Use **B.R.I.D.G.E.** to make smarter buying decisions. Use **The Five Workforces** to understand how your organization is becoming AI-enabled.

B.R.I.D.G.E.

How HR teams buy technology



- B** Business Problem
- R** Requirements
- I** Internal Alignment
- D** Decision Criteria
- G** Guided Vendor Review
- E** Execution Readiness

Buying



Becoming

The Five Workforces

How organizations absorb AI agents



The Free-for-All



The Augmented



The Delegators



The Orchestrated



The Autonomous



Why These Frameworks Matter to HR Practitioners.

The strongest HR leaders understand both how to buy well and how their organization is becoming AI-enabled.

1

Buy with more structure



B.R.I.D.G.E. helps HR teams define the problem, separate must-haves from nice-to-haves, and evaluate vendors with more confidence.

2

Improve stakeholder alignment



Use the framework to surface who needs to be involved, what proof is needed, and where the process may stall.

Buying

Becoming

3

Assess AI readiness realistically



The Five Workforces helps practitioners understand how their organization is currently absorbing AI agents.

4

Plan change with more confidence



Match governance, enablement, and training to the workforce model that best fits your organization.



B.R.I.D.G.E.

How HR teams buy technology.

Why it matters to HR practitioners.



1



Business Problem

Define the real operational problem before evaluating any vendor.

2



Requirements

Separate the must-haves from the nice-to-haves.

3



Internal Alignment

Align stakeholders before the demos begin.

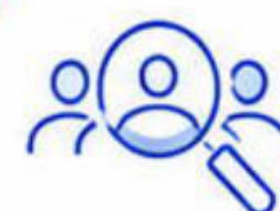
4



Decision Criteria

Create weighted evaluation criteria early.

5



Guided Vendor Review

Limit evaluation to three to five aligned vendors.

6



Execution Readiness

Assess implementation and adoption capacity before signing.



What it helps practitioners do



Reduce reactive buying



Create a clearer evaluation path



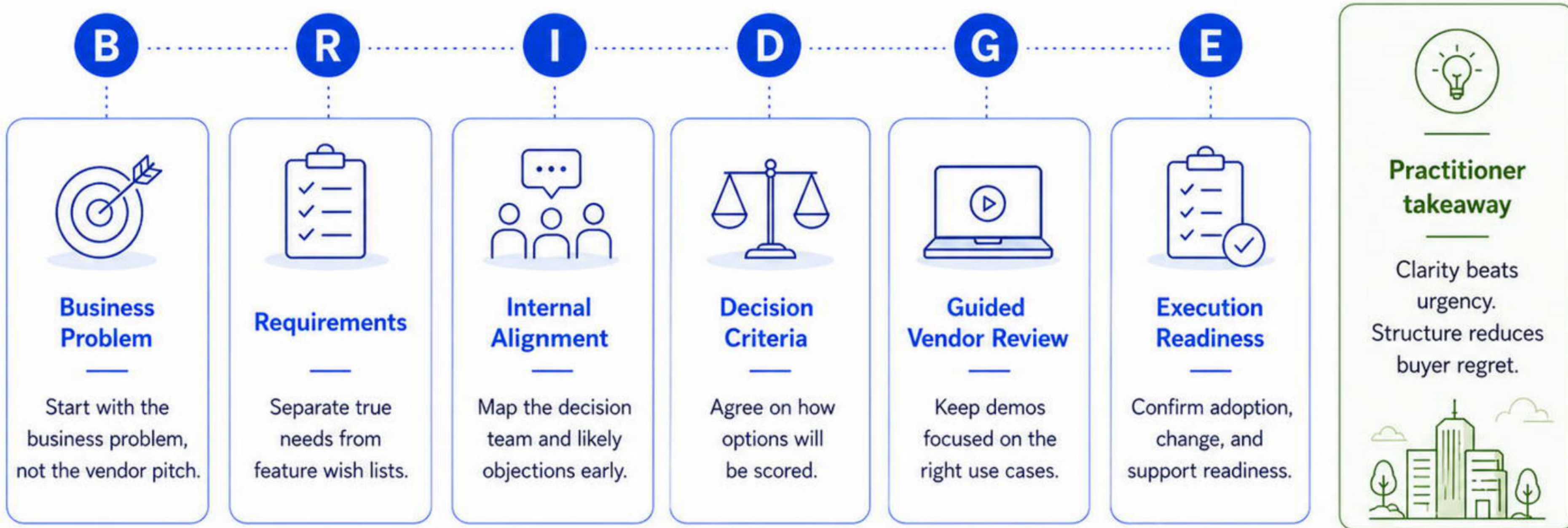
Prepare for implementation earlier.



For more information, visit jumpstart-hr.com/research

What B.R.I.D.G.E. Means for HR Practitioners.

How to move through the buying journey with more clarity and less chaos.



The Five Workforces.

How organizations absorb AI agents.

A practical fit map for HR leaders and practitioners.

Organizations absorb AI agents in five distinct ways. Each archetype reflects a different balance of autonomy, governance, and human-agent collaboration.



**This is a fit map,
not a maturity ladder.**

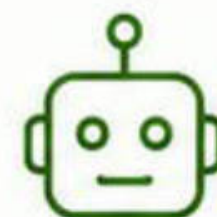
1



The Free-for-All

Everyone uses their own tools, ungoverned.

2



The Augmented

Every worker paired with a sanctioned helper.

3



The Delegators

Workers direct small teams of agents.

4



The Orchestrated

People and agents run as one governed workforce.

5



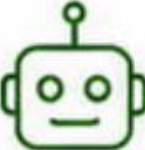
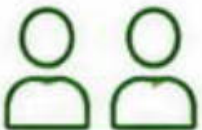
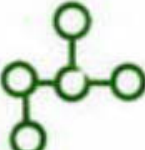
The Autonomous

The company largely runs itself.



How HR Practitioners Find Themselves in The Five Workforces.

Each archetype changes what HR needs to focus on next.

1		The Free-for-All	Focus on policy, visibility, and shadow AI risk.
2		The Augmented	Focus on enablement, acceptable use, and training.
3		The Delegators	Focus on workflow design, role redesign, and manager capability.
4		The Orchestrated	Focus on governance, integration, and cross-functional change.
5		The Autonomous	Focus on ethics, controls, workforce planning, and measurable outcomes.

Read the room

The same AI tool can feel very different depending on the workforce model around it.



Find Yourself in Both Frameworks.

The strongest HR strategies answer two questions at once.

Where is the buyer in the purchase?

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What kind of organization are they becoming?

The Five Workforces

How organizations absorb AI agents

-  The Free-for-All
-  The Augmented
-  The Delegators
-  The Orchestrated
-  The Autonomous



Questions to ask



What business problem is urgent?



Who still needs alignment?



How will success be evaluated?



Which workforce archetype best fits us?



How do agents enter, and who governs them?



For more information, visit jumpstart-hr.com/research

Take the Assessment. Build AI Readiness.

Explore where your organization stands, and work with us to move forward with confidence.



Take the assessment

Use our research-backed assessment to see where your organization fits and what to do next.

 jumpstart-hr.com/research →



AI readiness training

Work with us on practical training that helps HR teams navigate AI adoption, governance, and change.

 jumpstart-hr.com/shop →



Work with us

Partner with Jumpstart HR on workshops, facilitated discussions, and practical next steps for your team.



Start at jumpstart-hr.com/research. Continue at jumpstart-hr.com/shop.