RED BEAR: ENTERPRISE CULTURE EVOLUTION · DATA SHEET · H · GOVERNANCE, CONSULTATION AND ADMINISTRATION

Told before, not after

Staff and their representatives are told after the fact, and trust never recovers. Here they see, live, what the product reads, aggregates and retains, and no connector runs until they have.

KEY POINTS

- A live consultation view for workers' representatives, generated from the configuration in force: sources and fields, floors, retention, roles, purposes, thresholds, the coaching release and any *used as a target* marker
- A plain-language staff notice in English and Arabic, versioned before any change takes effect; it asks for no consent, because consent is not the lawful basis
- The go-live gate: no connector ingests, and no source family can be enabled, until the consultation record, the impact assessment and the notice exist and cover the configuration; no role can open it by hand
- No administrative back door: the administrator sees configuration and nothing else; floors never fall after launch; every refused read is in an append-only audit

What it is

Governance is the cluster that makes the product lawful and trusted before it makes it useful. The Consultation view shows a workers' representative, live, what the product reads and discards per source family, the floors and time windows, retention per family, what each role may read, the purposes and lawful basis, the DPIA summary, the nudge budget, the health thresholds, the coaching release in force, and a summary of the analyst query log by role and scope. It shows no finding, no dial reading, no story and no lesson. From it the HR partner generates the dated consultation pack and records the consultation; the representative may annotate any item or raise a question, and neither can be deleted.

Staff notice and disclosure shows every employee the same facts in plain words, in both languages, including that no one can see an individual and that the coaching agent is an AI. Tenant administration holds the DPIA record, the Annex III file version, retention, floors, roles, the named sponsor and human coach, and the gate.

The pain point

Every listening programme that ended in weeks ended for the same reason: the people it read found out afterwards. The Garante on Replika, CNIL and H&M, the NLRB on Bridgewater, Koko's disclosure after four thousand messages: consultation and disclosure are preconditions, not launch tasks. And the programmes that survived a challenge from a works council or a data-protection officer were the ones that could show what was read, what was discarded and who could see it, from the system rather than from a slide.

So the gate is enforced at the connector, not in a checklist, so that a launch under time pressure cannot skip it. The consultation view is generated from the configuration that drives the connectors and the notice, so the three cannot drift. The floors cannot be lowered after launch by any role. And the audit trail records every refused action, including a below-floor read attempted by the sponsor, the administrator, the Red Bear operator or the hosting platform, as fully as it records every permitted one.

How it works

Consultation and notice. The consultation view and pack are generated live from the configuration in force; a new version of the pack is required before any change to a source family, floor, retention or role takes effect (FR-GOV-01, FR-GOV-02). The staff notice is versioned the same way, shows staff what changed, and records no acknowledgement (FR-GOV-03).

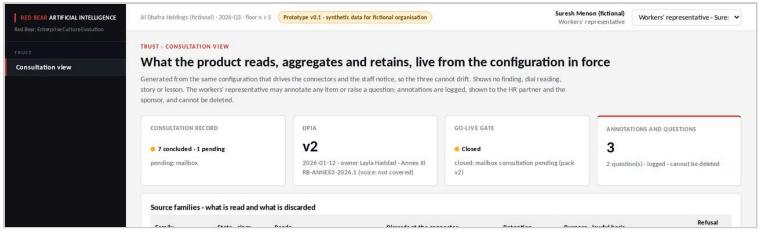
The gate and the file. Tenant administration shows the gate as three prerequisites with their state and date: the consultation record, the DPIA record and the staff notice. It opens by itself when all three exist and cover the configuration, and closes again on any change; while closed, every connector refuses to ingest and every refusal is audited (FR-GOV-08). The DPIA record is pre-filled from the configuration documentation and names the version of Red Bear's Annex III technical file it relies on; voice can be enabled only when the file in force covers it (FR-GOV-04).

Administration without content. The administrator sets retention per source family within the platform's maxima, with expired data deleted rather than archived (FR-GOV-05); maps the seven personas to Entra groups; records the named sponsor, a person and never a function; designates the named human coach; sets the nudge budget at or below two, the language list and the health thresholds. Every setting is recorded with who set it and when, and the screen has no control that opens any content (FR-GOV-09). After launch, any attempt by any role to lower a floor, relax the complement rule or lower a threshold is refused in the data layer and written to the audit log with the actor (FR-GOV-06). The Audit log shows every decision, adoption, approval, target, lever, configuration change and coaching release, and every refused action, with actor, authority, time and object, never content (FR-GOV-07). The coaching agent's change control record, every release, its regression result and the named Red Bear person who put it in force, is read-only for the tenant and part of the consultation view (FR-GOV-10).

What you get

Capability	What it does	Requirements
Consultation view and pack	Live, generated from configuration; pack dated and versioned; annotations and questions that cannot be deleted	FR-GOV-01, FR-GOV-02
Staff notice and disclosure	Plain language, English and Arabic, versioned before change, what changed shown; no consent asked	FR-GOV-03
DPIA and Annex III file	Pre-filled record, owner and date; no family enabled until covered; voice only when the file covers it	FR-GOV-04
Retention and floors	Per family within the maxima; deletion logged; floors and thresholds never lowered after launch	FR-GOV-05, FR-GOV-06
Audit log	Append-only; every act and every refused read, by any role; exportable without content	FR-GOV-07
The go-live gate	Three records, opened by the system and by no one else; closed by any change	FR-GOV-08
Tenant administration	Roles, named sponsor, named coach, budget, languages, thresholds, coaching change control; no content	FR-GOV-09, FR-GOV-10

Screens



S-24 Consultation view: The Consultation view: what each source family reads and discards, the floors and windows, retention, roles and purposes, the thresholds and the coaching release, live from the configuration in force, with the representative's annotations. Prototype render on synthetic data for fictional entities.

RETURN ON INVESTMENT

The measure this pillar protects is **signal trust** (ECE-CF-01 KPI-05), because a listening product that staff distrust measures nothing and the other five measures rest on it. What governance makes possible is a programme that opens with its representatives' record rather than their objection; a data-protection file that exists on day one and is regenerated on every change; an answer to a board or a regulator drawn from the audit trail, including what was refused; and a product that a works council, a DPO or a general counsel can read for themselves before it reads anyone. None of this is a launch task to be done later; the connector will not run until it is done.

Platform engines

Governance consumes the Red Bear Platform's Privacy and aggregation service for floors, retention, the notice, the gate, the query log and the DPIA template (RBP FR-PA-01, FR-PA-04, FR-PA-05, FR-PA-09, FR-PA-10, FR-PA-11, FR-PA-12), the Identity service for roles and grants (RBP FR-ID-02, FR-ID-04), the Audit service (RBP FR-AU-01, FR-AU-03), the Workplace Culture Analysis engine for configuration documentation (RBP FR-WA-13) and the Decision Feedback Coaching engine for agent change control (RBP FR-DC-14). Platform behaviour is specified in the platform functional specification, not here.