

SMART FED – Organizational Leadership

Object-Oriented EX Data for AI Assistants

1. The Problem AI Companies Face Today

AI assistants are strong at **analysis** but weak when it comes to **organizational reality**.

They can write, analyze, and generate content—but they know very little about what is actually happening inside an organization.

The reasons:

- Training data is generic rather than organization-specific.
- Feedback is often unstructured, unspecific, open to misinterpretation, or one-sided.
- AI assistants do not have access to **object-oriented Employee Experience (EX) data** that enables **genuine contextual intelligence**.
- AI companies tell us:
 - “Our models are powerful—but the context is missing.”
 - “We can analyze—but we cannot truly understand.”
 - “We have AI—but no thematic or organizational structures behind it.”

This is exactly where **SMART FED** comes in.

2. What Makes SMART FED Unique for AI Companies

SMART FED is not an HR tool.

SMART FED is an **object-oriented Employee Experience data model** that continuously generates structured feedback—perfect for AI assistants.

The Three Layers

- **Feedback addressees**
- **Feedback topics**
- **Feedback criteria**

More than **900 criteria**, expandable and API-ready.

The Result

Unstructured feedback is transformed into a **precise, AI-ready data model** that provides AI assistants with context, structure, and organizational understanding.

3. Why SMART FED Is Valuable for AI Companies

AI assistants require **context-rich, structured data** to deliver real value within organizations.

SMART FED provides exactly that:

- **Continuous real-time data instead of static annual surveys**
- **Standardized object-oriented data models instead of organization-specific questionnaires**
- **AI Readiness by Design—immediately usable for:**
 - Trend analysis
 - Strength and weakness profiling
 - Action and risk prioritization
 - Recommendations for action
 - Action management

For AI Companies, this means:

Your assistant suddenly becomes capable of:

- **Organizational diagnostics**
- **Leadership assessments**
- **Team heatmaps**
- **Culture analyses**
- **EX forecasting**

This represents an entirely new market for AI assistants: **Organizational Intelligence**.

4. What We Can Achieve Together

SMART FED is ready for the next step:

Building the **first comprehensive AI data model for Employee Experience** that can be directly integrated into AI assistants.

We are looking for AI companies that:

- Want to unlock new application areas for their assistants
- Want to enrich their models with high-quality, structured data
- Aim not only to support organizations but to **understand** them
- Seek a differentiation factor compared to generic assistants

Your Benefits

- Access to a **scalable EX data model**
 - Integration into existing AI assistants
 - A **2–3 year innovation advantage**
 - Access to a largely untapped market
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5. What We Specifically Offer AI Companies

- **Co-Creation**
Joint development and enhancement of the AI data model.
 - **API Integration**
For AI assistants, platforms, or enterprise AI systems.
 - **AI Partner Edition**
Available as a white-label or co-branded solution.
 - **Pilot Programs**
For AI companies looking to test new markets.
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6. Why Now Is the Right Time

- AI is transforming organizational work faster than any previous technology.
- **Companies are seeking guidance**, not just tools.
- Data quality determines the success of AI-driven analyses.
- AI assistants need **structured, context-rich data** to remain relevant.
- SMART FED is one of the few systems that is **AI-ready by design**.

Let us develop the first object-oriented Employee Experience data model for AI assistants together—and establish a **new standard for Organizational Intelligence**.

[⇒ AI – From Surveillance Tool to Collective Organizational Intelligence](#)