

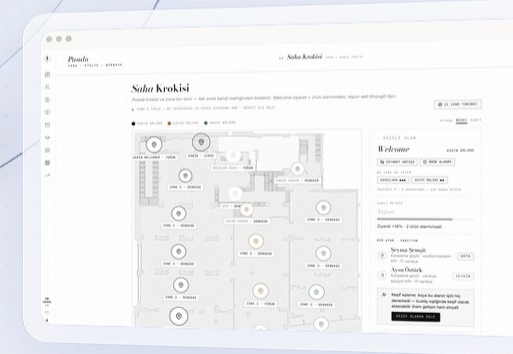
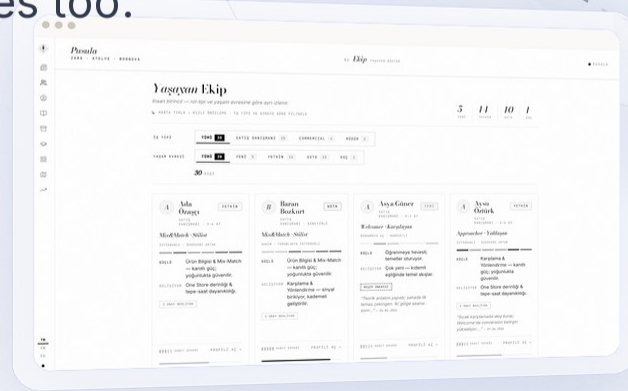
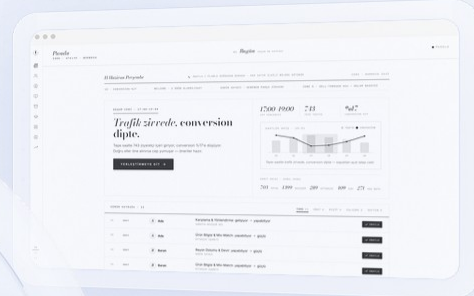
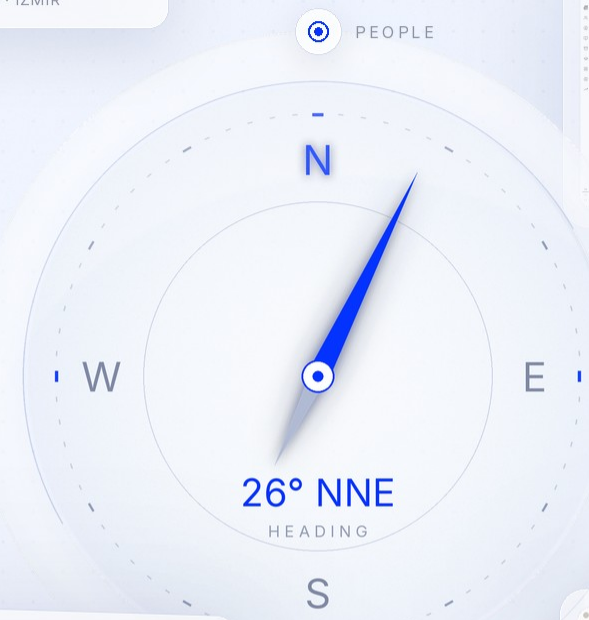
INDITEXAI HACKATHON — 2026

COMPASS

When skilled people leave, the method leaves too.
Compass commits it to memory.

An AI layer for people development and live placement — piloted at ZARA Bornova.

38.45° N · 27.21° E
BORNOVA · IZMIR



01 THE PROBLEM

Three losses, one dashboard

Three different losses, made visible on a single coach screen.

01 Knowledge loss.

When experienced staff leave, years of know-how walk out with them.

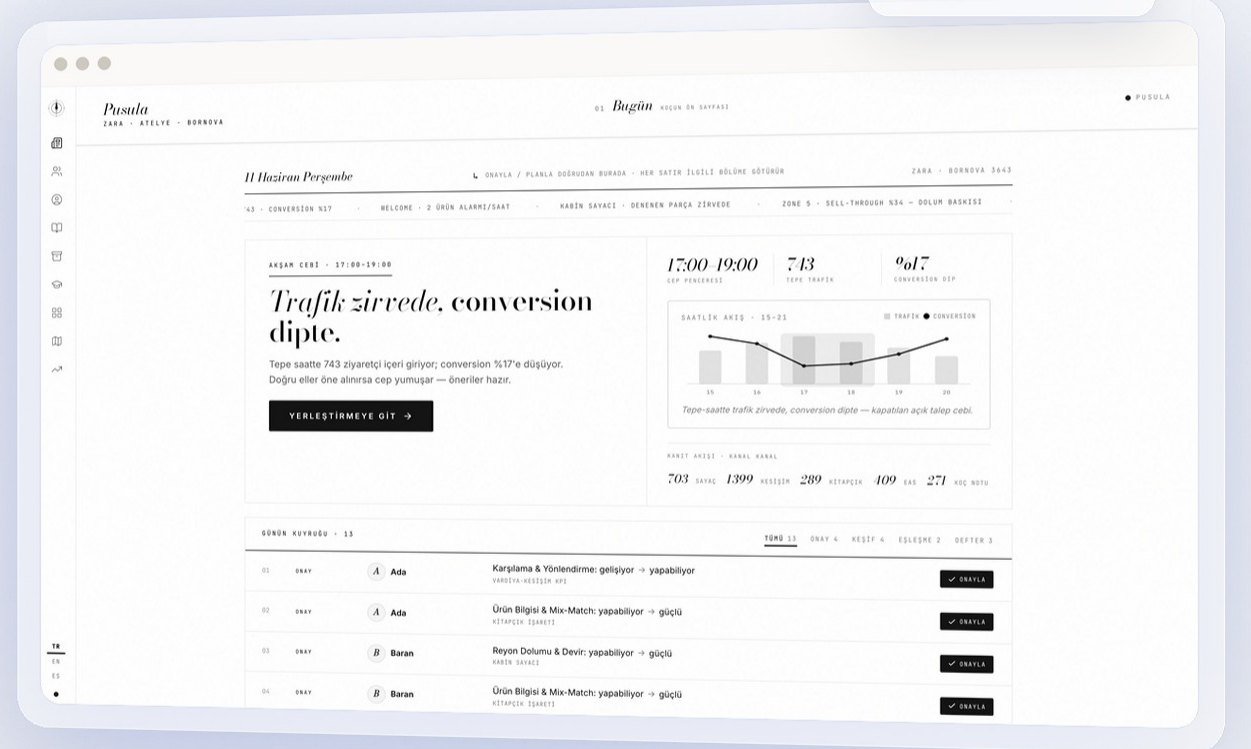
02 Visibility loss.

The booklet gets filled in but never acted on — written, yet seen by no one.

03 Output loss.

At the evening peak the skilled hand goes unplaced; new staff burn out unsupported.

17:00 – 19:00
UNMET EVENING DEMAND



PULSE — BORNOVA'S HOURLY FLOW AND THE UNMET EVENING DEMAND

02 THE SYSTEM

Three parts, one roof

One layer of intelligence on top of Orquest, One Store and the booklet.

01

People

We know each member by their strengths and growth areas. The profile is live.

02

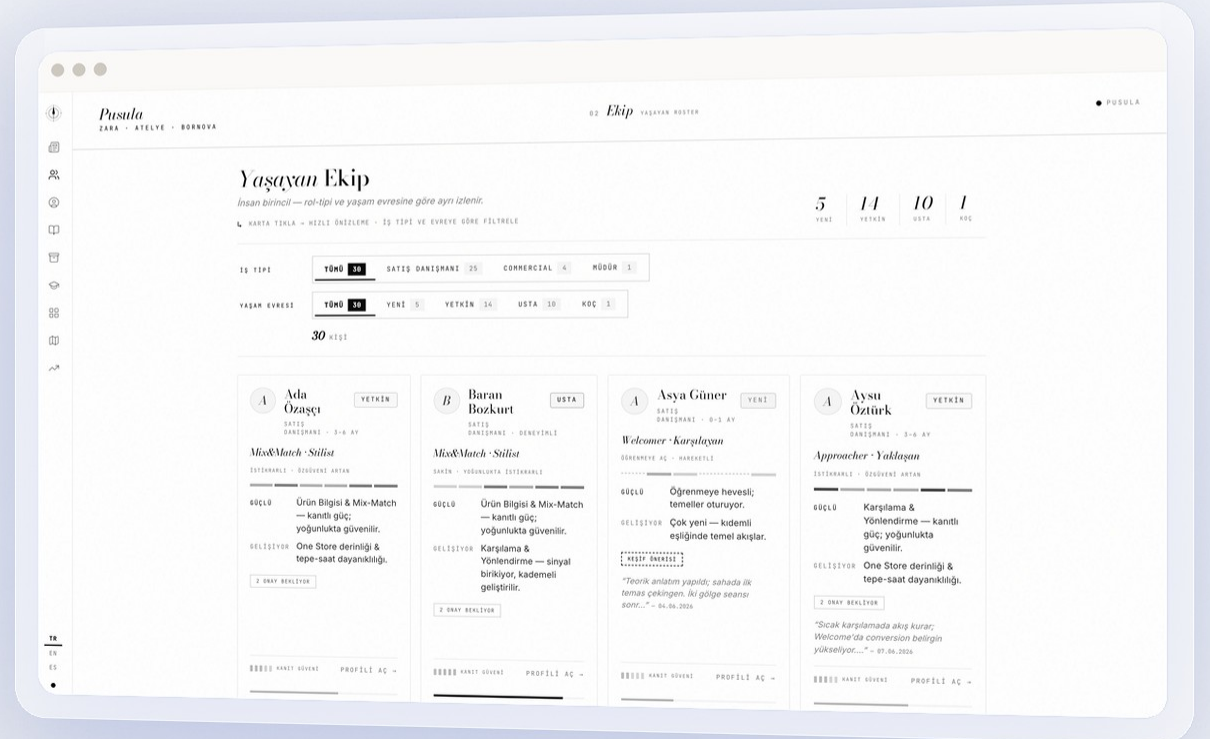
Growth

Growth recorded, the system learns, mentor candidates emerge — all in one place.

03

Outcome

Demand and capacity known — the roster writes itself, skilled staff evenly spread.

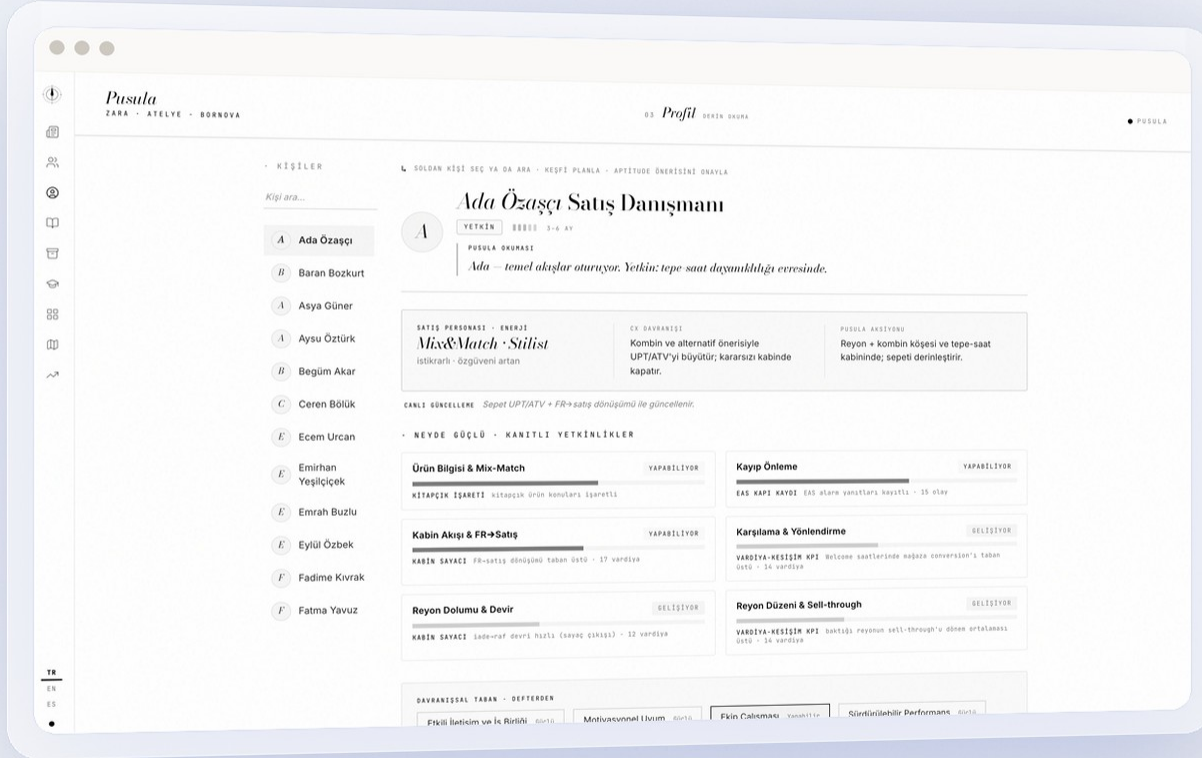


03 ASSESSMENT

No score, no ranking — the coach decides

Assessment exists to develop people, not to compare them.

- 01 Not scoring, but foresight.
The system sees each person's own trajectory — growth, not comparison.
- 02 A profile that speaks with evidence.
Sales, customer response, growth history, coach notes — cited inline.
- 03 Untried \neq weak.
With no data, the system says so — and suggests a discovery shift in a calm hour.



PERSON PROFILE — STRENGTH MAP, TRAJECTORY AND FORECAST

04 THE BOOKLET

The booklet goes digital

Same booklet, same marking — but now every action leaves a trace.

01 120 topics, the exact booklet.

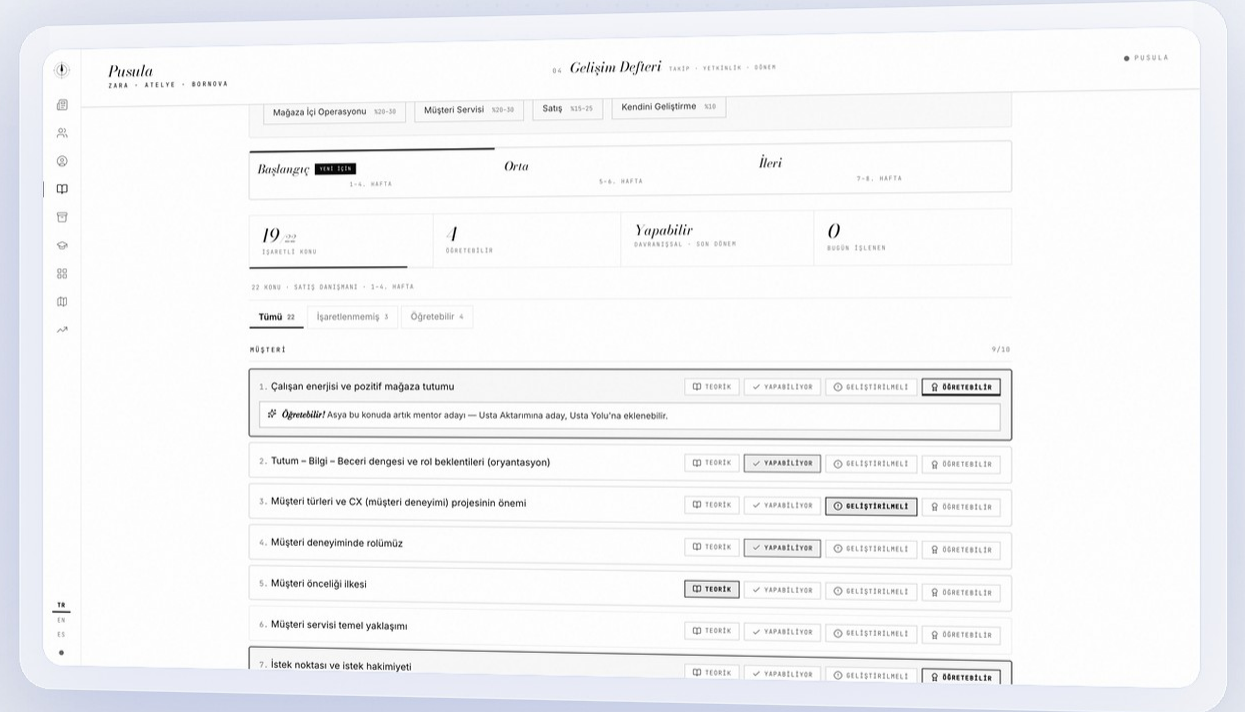
Three roles, three levels, 120 topics — same scope, now captured as data.

02 Dated mark, short note.

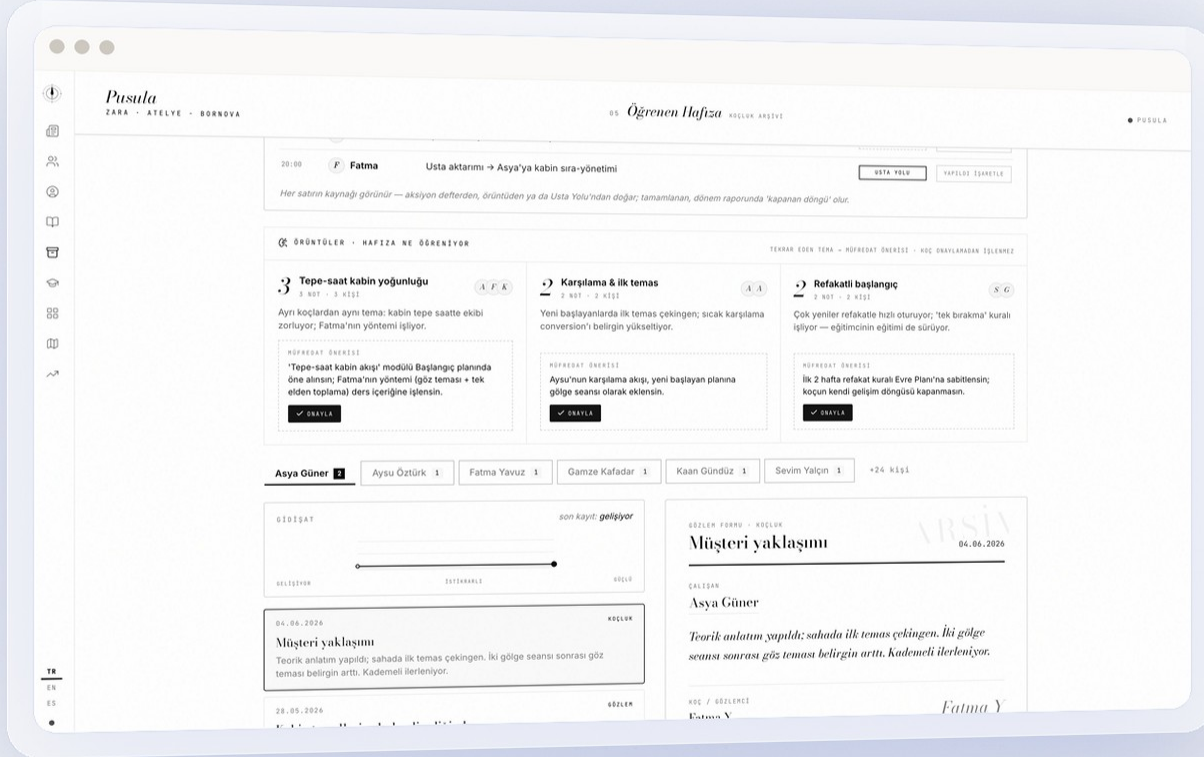
The coach logs date, action, a short note. The system finds the hidden pattern.

03 Can teach → mentor candidate.

A journal pattern: repeated success, teachable mastery — a mentor emerges.



GROWTH JOURNAL — TOPIC TRACKING AND THE LIVE COMPETENCY TABLE



LEARNING MEMORY — OBSERVATION ARCHIVE AND APPROVED METHODS

05 MEMORY

No mastery is ever lost

In retail, the costliest loss is not revenue, but knowledge.

- 01 Observation → method.
As you note it, the system recalls past solutions — and offers the method.
- 02 Approved knowledge stays.
Once the coach approves it, the method stays in company memory — institutional.
- 03 Pattern → curriculum.
A recurring theme becomes a training topic. The system revises the curriculum.

06 PLACEMENT

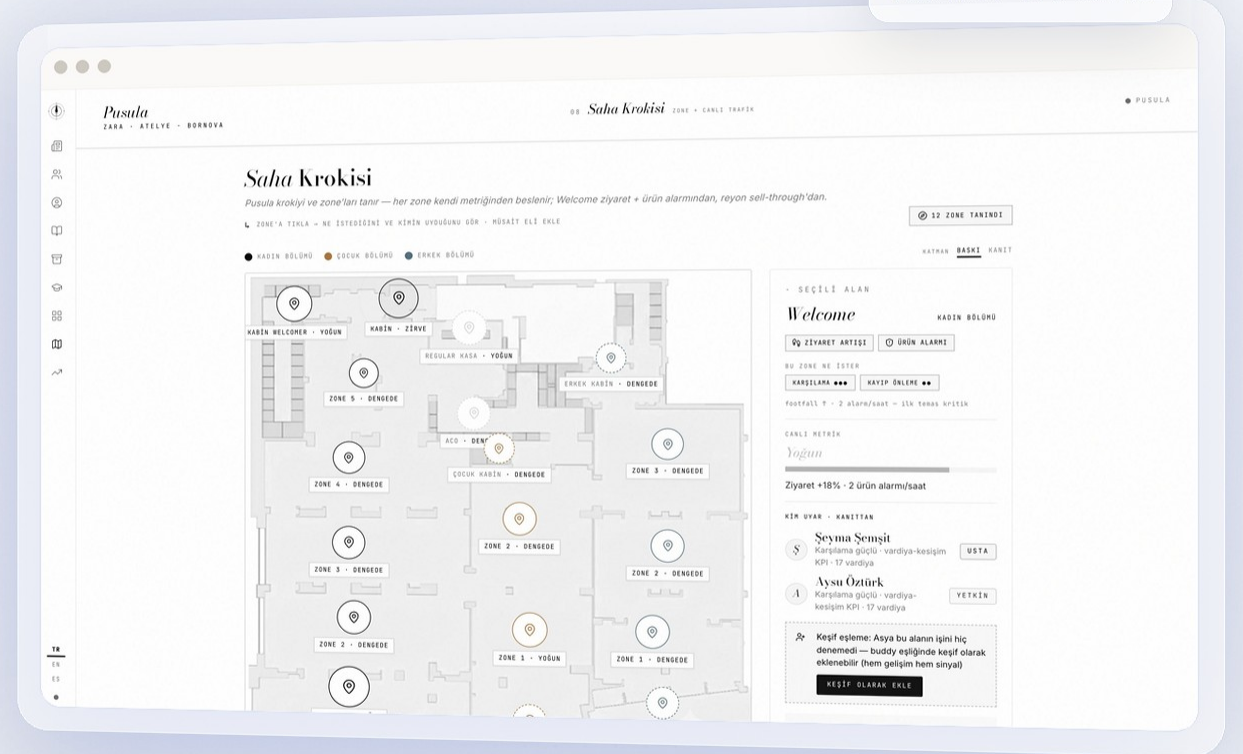
Right hand, right place, right hour

All the groundwork becomes one concrete decision at five.

- 01 Demand + evidence = roster.**
Tomorrow's 2 pm traffic: ~200. Evidence is known; matching is automatic.
- 02 A map that knows the store.**
19 zones, 19 metrics — hour by hour: which area is busy, and who fits.
- 03 The free hand flows to support.**
It knows how many suffice; spare staff flow to busy zones — no live reshuffle.

~200

TOMORROW · 2 PM TRAFFIC



FLOOR MAP — LIVE PLACEMENT ON THE BORNOVA PLAN

07 PRINCIPLES & VISION

It starts cold, sharpens with every cycle

What the pilot learns, the network keeps.

PRINCIPLES

- 01 No score, no ranking.**
There is no score, because the aim is to develop — not to rank.
- 02 Every suggestion is just that.**
However much the system knows, the decision is the coach's — guidance, not mandate.
- 03 Uncertainty isn't hidden.**
Low evidence is shown as low — never a forced guess.

VISION

What the pilot learns passes to the network — each store writes its memory, and the network shapes tomorrow's curriculum, season by season.

Compass begins with people, and leads with **evidence**.

