



KENON

From Brainwaves to Breakthroughs:
Unlocking Human Competence

NEW TEAM MEMBER ONBOARDING HANDBOOK

A clear guide to how we think, serve, work and grow

Current operating architecture • ethical practice • clear roles • responsible growth

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Revised Edition 3.3 • Uganda • August 2026



How to Use This Handbook

This handbook is the working guide for employees, contractors, interns, providers and founding-team members. It explains what KENON does now, what BNL is building for the future and what responsible participation looks like. Read it before you speak for KENON, handle client information, deliver a service or make a business promise.

KEEP THIS CLEAR KENON uses VTQ now. KENON specialists turn VTQ reports into practical support. BNL is the proposed KENON subsidiary that will build BTQ and other future technology. BTQ may replace VTQ only after proper testing, approval and a careful changeover. The four names are connected, but they are not interchangeable.

Document Control

Field	Controlled position
Edition and date	Revised Edition 3.3 • August 2026
Owner	Founder / Governance and Operations
Review cycle	Every quarter, or at once after an important legal, product, scientific or commercial change
Applies to	Employees, Contractors, Interns, Providers And Founding-Team Members
Supersedes	Earlier language about KENON neutrality, “KENON Phase 2,” TTQ or unstructured partner routes
Status	An operating guide. It is not a franchise agreement, employment contract or clinical protocol.

Contents at a Glance

- Our story and purpose
- How KENON, VTQ, BNL and BTQ fit together
- What is available now and what is still being built
- The three service-delivery partnership models
- Ethics, safeguarding and data protection
- Commercial and operating rules
- Training, competence and accountability
- Roadmap, glossary and acknowledgement

1. Welcome to the Work

KENON is a young organisation with a serious responsibility. Our work may affect how a child is taught, how a parent responds, how a worker sees a career and how a retiree finds purpose. We therefore value clear thinking, careful language and reliable follow-through as much as creativity.

Our task now is practical. We are returning VTQ services to the market under KENON. We must show that specialist-led support after an assessment creates real value. At the same time, we are preparing the Learner and Retiree AI personas for funded pilots, finishing the HR persona and building the evidence and systems needed for responsible growth. We must never pretend that a future feature already exists.

OUR MISSION We turn responsibly obtained assessment evidence into clear and useful support. Our work should help people learn, work, relate, change direction and contribute through their strengths and



real-life circumstances.

2. Where We Came From

Period	What happened	What we learned
2021	BK AFROBEAT Ltd began operating the VTQ franchise in Uganda.	Families and institutions wanted better talent and career guidance.
COVID period	Much of the first franchise investment was lost. Major office operations closed, while a mobile kit remained available to earlier clients.	KENON needed a leaner model and stronger financial control.
Research pause	The team studied why reports were not creating enough change in daily life.	Assessment needed a second layer: interpretation, planning, support and follow-up.
2026 resumption	VTQ services are returning under KENON through a revenue-first and partnership-led plan.	Client care, proof, governance and repeatable delivery must come before fast growth.

3. Know How KENON and BNL Fit Together

Name	Place in the ecosystem	What it does	Status boundary
VTQ	Assessment used now	A trained neurometrist administers the current assessment and the VTQ platform produces the report.	Operational under the applicable franchise and permissions.
KENON TrueNorth Mind™	Client-facing support system	Uses VTQ reports now and turns them into clear interpretation, practical plans, follow-up and referral. KENON will use BTQ after a safe, evidence-led transition.	Specialist-led services are being prepared for market return. Learner and Retiree AI personas are ready for funded pilots.
BNL	Proposed KENON research and technology subsidiary	Will build and test BTQ, devices, AI models, neuroenhancement tools, immersive systems, smart spaces and the proposed institute.	BNL formation and product work remain at the idea and staged R&D level.
BTQ — BNL Talent Quotient	Future BNL assessment family	A proposed remote system for guided self-administration, repeat assessments and carefully limited state checks.	BTQ is not a renamed VTQ. It is not yet validated, manufactured or ready for sale.

USE THE CURRENT LANGUAGE Do not say “KENON Phase 2,” TTQ or “neutral assessment platform.” The former Phase 2 technology vision now belongs under Bezalel Neuroenhancement Lab. The future assessment is BTQ—BNL Talent Quotient. BTQ remains an R&D programme until engineering, testing and approval show otherwise.

4. Our Human-Alignment Framework

Domain	Plain-language meaning	Responsible use
TQ — Talent Quotient	Shows natural talent direction and areas of strength.	Helps us begin with strengths. It does not decide a person’s destiny.



Domain	Plain-language meaning	Responsible use
PQ — Personal Qualities	Covers inner regulators such as Mindfulness, Stress Resistance and Risk Behaviour Quotient (RBQ).	Helps us plan support for behaviour, choice and self-control.
CQ — Cognitive Quotient	Covers Thinking Type, Attention and Memory.	Helps us adjust pace, teaching style, workload and rest.
EQ — Emotional Quotient	Covers Self-esteem, Empathy, Group Role and related leadership patterns.	Helps us support relationships, confidence and teamwork.
Emotionality	Shows the intensity and regulation conditions that can shape how other capacities appear.	It changes expression. It is not a moral judgement.
Nymetrics	Looks at the fit between the person and the school, home, team, culture or role.	Helps us improve the environment and discuss role fit.

We begin with strengths, but never with one score alone. A strong talent area may be hard to use when attention, memory, Emotionality, Mindfulness, teaching method or environment creates a barrier. A setting can hide a strength. A report by itself cannot explain everything we see.

5. What We Are Delivering Now

Workstream	Current position	What the team must protect
VTQ assessment coordination	Authorised VTQ sessions and reports.	Correct person, age version, consent, device process and delivery record.
KENON specialist-led support	Clear interpretation, a practical support plan, follow-up and referral.	Whole-profile review, real-life information, uncertainty and professional oversight.
Learner AI persona	Built and ready for a funded pilot.	Compare its output with expert review, user understanding and outcomes. It is not yet a proven production service.
Retiree AI persona	Built and ready for a funded pilot.	Respect choice, health boundaries, family context and the need for specialist review.
HR AI persona	Still being completed; expected to be pilot-ready before the end of 2026 if development stays on track.	No automatic hiring, exclusion or other high-impact decision.
Parent workshop	One Parenting a Child You Know pilot in the first 90 days.	Education first, voluntary discovery, measured results and no pressure selling.
BNL / BTQ	Idea and staged R&D programme.	Do not sell it. Focus on formation, user research, grants, partners, prototypes and adult studies.

THE CURRENT FRONT LINE Specialist-led support is a full service, not a placeholder. It serves clients now and creates the cases, lessons and outcome evidence needed to test the AI personas and future BTQ.

5.1 The Three Service-Delivery Partnership Models

Counsellors, psychologists, rehabilitation centres and other qualified institutions may offer approved KENON/VTQ services through one of the models below. Team members must understand the difference before discussing fees, training, independence or territory.



Model	Plain-language meaning	Main commercial rule	Main control
Support Programme Partnership	The partner acts as a KENON service agent and may introduce, host, coordinate or support approved services.	Commission, retainer or both, negotiated and written for the specific partner.	No automatic licence, independent operating right or exclusive territory.
Location Renting Operations Model (RO)	The partner provides a local service point. KENON may train up to three selected staff to deliver supervised services.	One-time upfront entry payment plus an approved share of service proceeds.	Training and payment do not remove KENON supervision or create an automatic licence, equity right or exclusive territory.
Sublicence Model	The partner runs authorised KENON/VTQ services more independently inside an agreed exclusive territory.	One-time sublicence payment plus at least USD 999 per month under the current approved offer.	Requires a signed sublicence, any necessary VTQ approval, trained staff, compliance, quality and territory-performance conditions.

5.2 Services Covered by These Models

- VTQ neurometric assessments for children, teenagers and adults.
- KENON post-assessment interpretation, planning, follow-up and referral.
- Parenting a Child You Know workshops in schools, churches, companies, organisations and communities.
- KENON neuro-talent-oriented career guidance camps in schools, universities and other institutions of higher learning.

STAFF RULE Do not assume that every partner receives every service. The signed scope controls. AI pilots and BNL/BTQ products are separate and are not included unless KENON approves them in writing.

6. The Client Journey

1. Receive an approved introduction or referral.
2. Use discovery to understand the person, setting, need, expectations and limits.
3. Check consent and safeguarding before collecting or sharing information.
4. Book and administer the authorised VTQ assessment.
5. Receive the report and verify the person, age version and report details.
6. Interpret the whole VTQ profile together with real-life evidence.
7. Give clear feedback and agree on practical support actions with the client.
8. Refer when the need is outside KENON's scope.
9. Follow up: ask what was used, what changed, what did not fit and what should be revised.
10. Close, retain or renew the case under the approved policy.

7. Interpretation Standard

METHOD SOURCE OF TRUTH The KENON VTQ Post-Assessment Interpretation Methodology Protocol v0.3 is the technical rulebook. It controls report reading, TQ-CQ comparison, talent-expression checks, support design, escalation and quality review. This handbook is an introduction. It does not replace training, supervision or a competence check.



7.1 Keep the Evidence Separate

Evidence layer	What belongs here	How to write it
Direct VTQ data	Report details, age mode, TQ colours, PQ and EQ values, Thinking Type, Emotionality, CQ score and colour, subject or activity markers, Nymetrics and other available sections.	Write: “The VTQ report shows...” Keep every value and colour exactly as reported. Never invent a missing score.
Real-life evidence	What the client says; observations from a parent, teacher or manager; history, setting, exposure and actual work or learning evidence.	Write: “The parent reports...”, “Observed during...” or “The PBA shows...”
KENON interpretation	The TQ-CQ comparison, possible learning bridge, false-fit question, expression status, regulator or environment hypothesis and support plan.	Write: “KENON interprets...”, “may indicate...” or “still needs to be checked...”
Extended pathway decision	A reviewed decision about WAGA, STR, functional support or another approved pathway.	Record the trigger, missing evidence, decision, required information, limits and review date.

7.2 Read the Whole Report and Use Colours Correctly

- Confirm the person, age, report number, date, named neurometrist and selected developmental mode.
- Read the TQ radial chart on the first page and record all five TQ domains. If the report gives only colours, do not invent numbers.
- For CQ Attention and Memory, record both the score and the VTQ colour for every domain. VTQ uses Green, Yellow, Red and Grey. It does not use Orange.
- Keep “NOT AVAILABLE FOR THIS AGE” and every other report limit. Never fill a blank with a guess.
- Read school-subject Understanding and Memorising separately. A predicted marker is not proof of school performance.
- Read every relevant page, including hobbies, extracurricular activities, occupations, Meta-Professional Skills and Nymetrics.
- Use the legend for each report section. The same colour can mean different things in TQ, CQ, school subjects and other pages.

7.3 Compare TQ with CQ Before Giving Advice

Pattern	What it may mean	First response
Green TQ + Green CQ	Talent and cognitive access may support each other.	Describe the expected function, then check whether it is visible in real life before calling it expressed.
Green TQ + Yellow CQ	Talent may be present, but attention or memory access may need support.	Use the Green TQ Zone to build engagement. Adjust pace and memory support. Do not lower the talent judgement.
Non-Green TQ + Green CQ	The person may learn or perform efficiently without this being a natural talent or career fit.	Check for a possible false fit. Use the CQ strength as support, not as proof of talent.
Green TQ + Red CQ	Talent may exist together with overload or fatigue risk.	Protect the strength through pace, workload changes, rest and careful follow-up.
Other combinations	Meaning depends on the task, age, setting, regulators and evidence.	Keep the full picture. Never reduce a person to two colours.



7.4 Check Whether Talent Is Showing in Real Life

Check every main Green TQ Zone. Move in this order: TQ talent direction → CQ access and load → possible PQ, EQ and Emotionality effects → opportunity in the environment → behaviour and performance evidence → current Expression Status.

Evidence	Plain meaning	Do not confuse it with
BBA	Behaviour-Based Assessment or Observation. Look for repeated, natural behaviour such as starting freely, returning by choice, persisting, asking recurring questions and using the function in a new setting.	A clinical Functional Behaviour Assessment, a guessed motive or one story.
PBA	Performance-Based Assessment. Look at a defined task, project, product, demonstration or measurable result under known conditions.	A VTQ prediction, a grade without context or general praise.
Environment and opportunity	Check exposure, teaching or management style, time, safety, tools, mentors, pressure and real choice.	An excuse or automatic blame for every difference.
Possible regulators	Ask whether PQ, EQ or Emotionality may affect starting, persistence, response to feedback or visibility.	Proof that one score “hid” the talent.

Keep BBA and PBA separate. Strong interest and repeated behaviour with weak performance may call for teaching and practice. Strong performance with little voluntary return may call for a motivation and false-fit review. If both are unclear, create safe opportunities to test the function and keep the conclusion open.

7.5 Describe What Is Visible

Permitted status	When to use it
Observably Expressed	The expected function appears many times and is supported by BBA, PBA or both.
Partially Expressed	Some parts are visible, but the pattern is uneven, narrow or linked to one setting.
Cross-Domain Expressed / Mislabelled	The function appears inside another activity and may be hidden by the activity’s name.
Under-Observed / Insufficient Exposure	There has not been enough opportunity, challenge or evidence to judge fairly.
Possibly Regulator-Constrained	A regulator may be limiting what can be seen. This remains a hypothesis.
Possibly Environmentally Suppressed	The method, timetable, pressure, expectation or lack of opportunity may be limiting expression.
Discrepant After Adequate Activation — Requires Further Validation	The function remains weak or absent after suitable opportunities and review. Record the difference; do not force agreement with the report.

If the evidence is not enough, state the expected function and design simple tests in the direct area and related areas. Record the BBA and PBA starting points, observers, time period, possible regulators, setting and review date. Update the Expression Status when the evidence changes. Do not force it.

7.6 Choose Support and Show Your Reasoning

Decision	What it means	What to do
1 — No current KENON basis	The present evidence does not show a clear need for this pathway.	Do not recommend it simply because KENON offers it.
2 — May add value	There are useful warning signs or questions, but key evidence is missing.	Name the missing evidence. Keep important decisions provisional.



Decision	What it means	What to do
3 — Recommended	The evidence points in the same direction, the stakes are high or the question cannot be answered safely without the pathway.	State the information needed, safe first steps and the review date.

CAN ANOTHER SPECIALIST FOLLOW IT? A trained reviewer should be able to see the VTQ data, the real-life evidence and KENON's interpretation as separate layers. The reviewer should understand why an action was chosen and what new evidence could change it.

8. Scientific and Clinical Limits

We may	We may not
Explain patterns in the report and what they may mean for support.	Diagnose a medical, psychiatric, neurodevelopmental or learning disorder.
Build educational, career, psycho-social and coaching support within our competence.	Replace clinical evaluation, treatment, special-needs assessment or a legal decision.
Discuss possible mechanisms with careful language.	Present a possible explanation as proven cause.
Ask for observation, human review, more evidence or referral.	Use a report as automatic grounds for school, work or social exclusion.
Explain BTQ, XR and other BNL ideas as future work.	Sell a prototype, result or feature that does not yet exist.

9. Claims We Use—and Claims We Do Not Use

Status	Example	Why
Use	"The report is a starting point. We read it with the person's history, setting and real-life evidence."	Clear, careful and open to review.
Use	"KENON turns VTQ findings into practical support plans."	Accurately describes the current service.
Do not use	"This scan reveals a child's destiny" or "guarantees career success."	No assessment can make that promise.
Do not use	"KENON or VTQ diagnoses autism, ADHD, mental illness or a learning disorder."	The service is non-clinical.
Do not use	"BTQ is already available or validated" or "KENON owns VTQ."	Both claims are false.
Do not use	Fear, shame, school exclusion or job threats to obtain consent or a sale.	Participation must be voluntary and respectful.

10. Consent, Child Safeguarding and Data

Consent is an ongoing conversation, not a signature collected and forgotten. Explain what will happen, what information is needed, who may see it, what the limits are and how the person can ask questions or stop. A child needs guardian consent and an age-appropriate explanation that allows the child to take part in the choice.

Moment	Required check
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Before discovery	Is the conversation voluntary? Are we asking only for what we need?
Before assessment	Check the person, age version, consent or assent, purpose, authorised administrator and safe setting.
Before report access	Does the role need access? Is the system approved? Is identity confirmed? Avoid needless download or forwarding.
Before interpretation	Is the whole report available? Are its limits understood? Have we identified context and conflicts?
Before sharing	Confirm the exact recipient, lawful purpose, minimum information and client or guardian authority.
At closure	Record follow-up, correction route, retention decision and secure disposal or archiving instruction.

11. Neurotechnology Ethics in Daily Work

UNESCO's 2025 Recommendation covers the full life of neurotechnology, including non-medical uses and systems that make guesses about mental states. KENON therefore treats dignity, choice, mental privacy, scientific honesty, fairness and accountability as basic product requirements.

- Never use hidden sensing or hidden guesses about a person.
- Never use neural or emotional information to manipulate a client.
- Give clear explanations and a route to human review.
- Check whether culture, language, disability, age, gender or access could create an unfair result.
- Keep research, prototype and production data and claims separate.
- Record who made a high-impact decision, what evidence was used and how it can be challenged.
- Always offer accessible and non-immersive choices in XR or telepresence work.

12. Roles and Decision Rights

Function	Owns	Must escalate
Chief Executive Officer	Mission, external authority, major partnerships, reserved decisions and overall delivery.	Legal exposure, founder or related-party conflict, major claims and serious reputation risk.
Chief Executive Officer Assistant / Quality Assurance / M&E	Quality checks, monitoring, evidence records, follow-up and improvement.	Client harm, weak evidence, repeated quality failure or unresolved outcome concerns.
Office Administration / Finance / Operations	Office systems, budget control, collections, records, contracts, partner invoices, revenue-share reconciliation and monthly sublicence tracking.	Unapproved spending, missing money, overdue partner payment, data incidents, legal gaps or major delays.
Media and Marketing	Approved messages, brand assets, campaigns, content calendar and lead support.	Brand misuse, unsupported science, client exposure or public controversy.
Training and Partnerships	Partner due diligence, model-fit recommendation, onboarding, training calendar, competence records, partner pipeline, proposals and partner care.	Unapproved model, weak competence, conflicts, discounts, entry fees, revenue shares, monthly payments, territories or promises.
Assessment and Methodology Specialists	VTQ session quality, interpretation protocol, support plans, case review and referral.	Poor data, wrong person or age version, conflicting evidence or high-impact advice.



Function	Owns	Must escalate
BNL / external advisers	Research, grants, engineering, ethics, legal, neuropsychology and specialist guidance.	Research risk, IP conflict, data risk, safety concern or claim beyond evidence.

13. How We Work Each Week

Rhythm	Purpose	Minimum output
Daily	Raise client, delivery and dependency risks early.	Clear task owner and status; urgent concerns raised at once.
Weekly operations	Keep one plan and stop teams from making conflicting decisions.	Dashboard, decisions, blockers, cash, collections and next-week priorities.
Weekly case review	Improve interpretation and protect clients.	Reviewed cases, uncertainty, referrals and method lessons.
Monthly performance	Connect activity to income, quality and mission.	Pipeline, conversions, collections, outcomes, complaints and partner health.
Quarterly governance	Decide what to scale, correct, pause or stop.	Risk register, compliance review, evidence, budget and roadmap decisions.

14. Commercial and Financial Discipline

- Use the approved integrated reference price of UGX 705,000 unless a new schedule is authorised.
- Keep company, partner and personal money separate.
- Record the approved partner model before issuing terms: Support Programme Partnership, Location Renting Operations or Sublicence.
- A conversation cannot create or change an entry payment, commission, retainer, revenue share, monthly payment, discount, territory, equity promise or service scope. Get written approval.
- For a Sublicence Model, the current offer uses a monthly minimum of USD 999. Quote it only from the approved schedule and explain that the signed agreement controls.
- Record invoices, collections, partner shares, direct costs, retained cash and unpaid balances.
- Treat Quarter 1 and Quarter 2 figures as management targets, not guaranteed returns.
- Release major development payments only after the milestone, handover and IP records are verified.

15. Communication and Brand

- Use the official logo, green and amber colours, approved templates and current names.
- Write in plain and respectful language. Explain technical words instead of using them to impress.
- Keep current services, pilot-ready tools, developing products and future R&D clearly separate.
- Do not publish client stories, report images or testimonials without specific permission.
- Send press work, public disputes, major partnership announcements and scientific claims for approval.
- Correct mistakes clearly and quickly. Do not leave misleading material in use.



16. Your First 90 Days

Period	Learning and contribution	Evidence of readiness
Days 1–10	Read the handbook and controlled architecture. Complete role, ethics, data, safeguarding and brand orientation.	Pass the knowledge check, sign the acknowledgement and use only the access your role needs.
Days 11–30	Shadow discovery, assessment or support. Learn the CRM, case file, dashboard and escalation routes.	Complete an observed practice record and a first supervised task. Resolve all critical gaps.
Days 31–60	Deliver defined work under supervision. Join case and partner reviews. Record results and lessons.	Pass a competence review and quality sample. Report reliably and follow through.
Days 61–90	Own a controlled workstream or client or partner sequence within your authority.	Receive manager sign-off, show measurable output and agree on an improvement plan and next-quarter goals.

17. Role-Based Competence Check

Activity	What must happen first
Represent KENON publicly	Pass the architecture, claims, brand and escalation check.
Discuss a service-partner model	Learn the three models, qualification questions, approval route and prohibited promises.
Sell or quote	Learn the approved offer, price, CRM and contract process.
Draft partner commercial terms	Use the current schedule and obtain Chief Executive Officer and Finance approval before sending.
Administer VTQ	Complete authorised training, supervised practice and platform permission.
Interpret a report	Complete Protocol v0.3 training, a whole-report audit test, observed cases and quality review.
Assign an Expression Status	Show that you can separate BBA from PBA and apply the Talent Expression Gate under supervision.
Advise an extended pathway	Pass the construct gate and show clear reasoning, data minimisation and review planning.
Handle child or client data	Complete data and safeguarding orientation and receive role-based access.
Create KENON support plans	Complete template and method training, supervised work and quality sign-off.
Approve high-impact output	Hold named professional authority and complete a documented human review.
Work on BNL, BTQ or research	Receive a separate NDA, IP, data and ethics scope and complete R&D claims training.



18. Incidents and Speaking-Up

Raise a concern early. Speaking up in good faith is part of the job. Pause the work when it is safe to do so if a client may be at risk, data may have been exposed or a report may belong to the wrong person. Do the same when consent is doubtful, money is missing or a public claim is misleading. Tell the named owner at once.

Concern	First response	Record
Safeguarding	Protect the person, escalate and preserve privacy.	Time, facts, people notified and action taken.
Data or security	Contain the problem without destroying evidence and notify at once.	Data involved, access, recipients and containment.
Assessment quality	Stop interpretation or delivery when reliability is doubtful.	Session, device or version, issue and review decision.
Client complaint	Listen, acknowledge the concern, avoid defensiveness and name a response owner.	Complaint, desired result, actions and closure.
Misconduct or conflict	Do not investigate beyond your authority. Preserve relevant information.	Facts, declarations, escalation and protection from retaliation.

19. BNL: The Future We Must Describe Carefully

Future pathway	Intended value	Present boundary
BTQ assessment family	Remote guided assessment, repeat checks, six-month reviews and carefully limited state checks.	Idea and staged R&D. Engineering, adult feasibility studies, independent review and legal clearance remain.
Cognitive Twin Lite	A user-controlled model of approved goals, history, preferences, support and outcomes.	It is not a copy of a mind, a reader of private thoughts or a certain predictor of the future.
Neuroenhancement	Low-risk support and research for focus, recovery, learning, Mindfulness, RBQ, emotional growth and healthy longevity.	Sensor-based adaptation must wait for evidence. Medical claims need a separate regulatory path.
XR, holographic presence and telepresence	Global masterclasses, mentoring, conferences and access to scarce experts with local human support.	Partner-dependent. Use honest technology names, strong safeguarding, accessibility and moderation.
Smart spaces and team learning	User-controlled changes to light, sound, pace, alerts and teamwork.	Start with advice and non-neural tools. No hidden sensing or individual brain-data ranking.
BNL Institute	A non-degree academy, research lab, innovation studio and learning hub.	May begin through short courses and partners. Do not claim accreditation before legal approval.
BNL funding pathway	Government grants, research grants, sponsors, university partnerships and staged investment for BTQ and related R&D.	Funding follows milestones and evidence. A funder receives no right to shape results or bypass ethics.

20. Working Glossary

Term	Meaning
Assessment foundation	VTQ is the neurometric assessment KENON uses now. BTQ is intended to replace it only after validation and a controlled transition.



Term	Meaning
Support Programme Partnership	An agency-style model in which a partner introduces, hosts, coordinates or supports approved services for a written commission, retainer or both.
Location Renting Operations Model (RO)	A supervised local-service model with a one-time entry payment, shared proceeds and training for up to three selected partner staff.
Sublicence Model	A more independent operating model under a signed sublicence, defined services and an agreed exclusive territory.
Exclusive territory	A precisely defined operating area granted only in writing and kept only under the agreement's payment, quality, activity and compliance conditions.
Green TQ Zone	An area of likely natural strength used to build engagement and development. It is not a fixed career label.
BBA	Behaviour-Based Assessment or Observation: repeated evidence from ordinary life.
PBA	Performance-Based Assessment: evidence from a defined task, project, product or measurable result.
Talent Expression Gate	The evidence check used before a Green TQ Zone is called demonstrated or active.
Expression Status	A careful description of how the expected function is visible, limited, under-observed or different from the prediction.
Post-assessment support	Interpretation, planning, guidance, monitoring, follow-up and referral after an assessment.
RBQ	Risk Behaviour Quotient. It concerns risk-related patterns and decision support. It is not a moral label.
STR	Silent Talent Resentment: a developing construct about long-term misalignment and loss of intrinsic motivation. It is not a diagnosis.
WAGA	A developing KENON alignment construct and workflow. Use only the current approved definition and evidence status.
Nymetrics	The fit between a person's profile and the surrounding role, culture, team or environment.
Cognitive Twin	A proposed user-controlled AI support model. It is not a literal copy of a mind.
Controlled copy	An approved version that must be replaced when governance issues a new edition.

21. Team Member Acknowledgement

I confirm that I have read this handbook. I understand my authority, the current KENON-VTQ-BNL/BTQ structure and the three service-delivery partnership models. I know that only a signed agreement creates partner payment or territorial rights. I understand the limits of assessment and future-product claims. I will protect consent, safeguarding, privacy, data, money and honest escalation. When my authority or the evidence is unclear, I will ask before acting.

Name	Role	Supervisor	Signature / date



Selected Sources and Controlled References

Source	Why it matters	Location
Uganda Data Protection and Privacy Act, 2019	Consent, child-data safeguards, purpose limitation, security and data-subject rights.	https://ulii.org/akn/ug/act/2019/9/eng@2019-05-03
Personal Data Protection Office, Uganda	Registration and compliance guidance for collectors, controllers and processors.	https://pdpo.go.ug/
UNESCO Recommendation on the Ethics of Neurotechnology, 2025	Human dignity, mental privacy, autonomy, scientific integrity, accountability and lifecycle governance.	https://www.unesco.org/en/legal-affairs/recommendation-ethics-neurotechnology
UNESCO Recommendation on the Ethics of Artificial Intelligence, 2021	Human oversight, fairness, transparency and responsible AI governance.	https://www.unesco.org/en/artificial-intelligence/recommendation-ethics
KENON Expanded White Paper — Revised Edition 7.2	Current KENON–VTQ–BNL/BTQ structure, services, research position and roadmap.	Internal controlled source.
KENON–BNL Integrated Development, Product and Implementation Blueprint — Revised Edition 2.3	Current operating position, BNL product plan, evidence gates and VTQ-to-BTQ transition.	Internal controlled source.
KENON Lean Revenue-First Resumption Proposal, 2026	Current 90-day commercial, governance and delivery priorities.	Internal controlled source.
KENON VTQ Post-Assessment Interpretation Methodology Protocol, v0.3	Controlled doctrine for report extraction, TQ–CQ cross-mapping, expression validation, support design, escalation and quality assurance.	Internal controlled source.



Controlled 2026 Operating Update

This handbook explains stable practice. Current incumbents, vacancies, the launch structure, budgets and pilot dates are maintained in dated organisational and financial records. The role map below is an onboarding snapshot and must be checked against the latest approved organisational chart.

Current role map for onboarding

Role	Current incumbent/status
Chief Executive Officer	Benon Kasenene
Managing Director	Dr. Martin Rweza
Training and Partnerships	M/s Uwera Goret
Monitoring and Quality Assurance	To recruit: psychologist or preferably neuropsychologist
Office Administration, Finance and Operations	To recruit
Media and Marketing	To recruit
Information Technology	To recruit
Office Attendant	To recruit