

The Human-AI Partnership Framework

Where human judgment belongs

Move-to-Exit — Value Stream Profile

PCF 7.6 · Transition Talent

3 PCF processes · 4 roles involved · 1 governed decision point.

Description

This value stream comprises one APQC PCF process group: 7.6 Redeploy and Retire Employees — spanning 3 Level 3 processes and 6 Level 4 activities.

At the activity level, this value stream's work breaks down as 4 Transaction activities (rules-based processing suited to automation), 1 Decision activity (judgment-and-authority gates that stay human by design), and 1 Knowledge activity (judgment, synthesis, and interpretation-driven work). No Exception-pattern activity exists within this value stream.

At M3 (HITL Design Intent), the value stream's aggregate human-involvement ratio is 48%, down from a 70% undesigned baseline — a 22-point AI convergence opportunity.

KPIs

Business Impact Metric & Formula (where confirmed)	Source APQC OSB
Separation cost <i>Total cost to perform “redeploy and retire employees” ÷ (Total business entity revenue × 0.001) – per-FTE and per-employee variants follow the same pattern</i>	
Exit sentiment <i>Weighted average of favorable sentiment responses across exit interviews, by cycle</i>	—
Compliance / litigation exposure <i>Exit-related compliance incidents or claims ÷ total exits, measured annually</i>	—
Knowledge-loss risk <i>Departures from critical/single-point-of-failure roles ÷ total exits, per cycle</i>	—

Roles Involved

Role	Tier
HRBP Manager	Managerial
Compensation & Benefits Manager	Managerial
HR Generalist	Operational
Legal*	External Participant

Governed Decision Points

PCF	Decision	Authority	Escalates To
7.6.1	Approve an employee promotion or demotion	HRBP Manager	VP People & Culture (Executive)