

One System

Human 2.0 · The Intelligence Flywheel · Work Intelligence

The whole company in three names: the vision, the engine, and the asset.

How EON's unified architecture multiplies people, captures how work is really done, and gives the enterprise the system of record its stack has been missing.



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Executive Summary

Most technology companies are a list of products. EON is one system, and it can be said in one breath: the vision is Human 2.0 — every worker multiplied. The engine is the Intelligence Flywheel — the closed loop that captures how work is really done. And the asset the engine produces is Work Intelligence (WI) — the enterprise’s missing system of record, owned by the enterprise and compounding daily.

The three are not separate initiatives; they are the same machine seen from three angles. The engine runs, the asset compounds, and the people are multiplied. This paper describes each part, how they interlock, why the system became possible only in the last two years, and why it completes a stack the enterprise has been building for forty years: ERP for resources, CRM for customers, PLM for products — **WI for work**.

The engine runs. The asset compounds. The people are multiplied. One system — for people first, machines next.

1. One System, Three Names

Every enterprise system of consequence has been understandable in a sentence. EON's architecture is built to the same standard — three names, each carrying one role:

Role	Name	What it means
The Vision	Human 2.0	Every worker, multiplied — the best expert's judgment on every shoulder. People are not replaced; they are 10X'd.
The Engine	The Intelligence Flywheel	Genesis → FieldIQ → AssessIQ → Verdict → Compound IQ: the closed loop that captures how work is really done and compounds it with every cycle.
The Asset	Work Intelligence (WI)	The system of record for work — a living 3D world, owned by the enterprise, that gets smarter every time someone does the job.

The order matters. The vision states what the system is for; the engine states how it runs; the asset states what accumulates. A buyer can enter through any door — a CHRO through Human 2.0, an operations leader through the Flywheel, a CIO through Work Intelligence — and find the same single system on the other side.

2. The Vision: Human 2.0

The premise is the oldest fact about expertise: the most valuable knowledge is tacit. “We know more than we can tell”¹ — and so the know-how that actually runs a refinery, a hospital wing, or a production line lives in the hands and judgment of experienced people, not in any manual. That workforce is retiring: roughly a quarter of manufacturing workers are 55 or older², and employers now rank the skills gap the single largest barrier to transformation, cited by 63%³.

Human 2.0 is the answer stated as an outcome: every worker carrying the best expert’s judgment — guided in the moment through glasses or screen, verified in the field, improving with every job. New hires perform like veterans; veterans’ know-how never leaves. People are not replaced by the system; they are the point of it.

Human 2.0 is not a product. It is the outcome the whole system exists to deliver — and the standard every other part is measured against.

¹Michael Polanyi, *The Tacit Dimension* (1966).

²Industry surveys on the “Great Crew Change”: roughly a quarter of U.S. manufacturing workers are 55+, and ~97% of manufacturers report concern over knowledge loss from retirements.

³World Economic Forum, *Future of Jobs Report 2025*: 63% of employers cite the skills gap as the leading barrier to transformation; ~39% of core skills change by 2030; 59 of every 100 workers need reskilling.

3. The Engine: The Intelligence Flywheel

The engine is a closed loop of five motions, each a product, each a stage of the wheel:

- **Encode — Genesis.** AI builds an intelligent 3D digital twin automatically — geometry plus behaviour: components that move, act, and respond like a true simulator. What once cost six figures and months of specialist work is now authored automatically.
- **Deploy — FieldIQ.** Live guidance delivered to the worker at the point of work — a two-way channel that both guides the work and observes it.
- **Capture — AssessIQ.** Field activity is captured into the 3D world — grounded in space, geometry, and components; context, not a text log.
- **Verify — Verdict.** Everything is adversarially stress-tested before it is trusted — the precondition for safety-critical work.
- **Compound — Compound IQ.** The validated good — the moves never in the original twin — is folded back into the world. The next worker starts from a better one.

Four breakthroughs, one loop

The engine was impossible until four separate breakthroughs converged in the last two years: automatic authoring of intelligent twins; field devices that both observe and guide; capture grounded in 3D space rather than text; and the judgment layer that verifies and compounds what comes back. Owning one breakthrough yields a product — a capture startup, a glasses maker, a learning platform. Owning all four, closed into one loop, is the engine — and EON is the only company holding all four.

Trust, engineered in

Physical operations cannot adopt AI the way office work did, because the cost of being wrong is an incident. The engine is therefore built around earned trust: advice before authority (the AI suggests; the expert decides); adversarial verification before anything is trusted; the gold-standard twin as the objective specification; and a complete xAPI audit trail, so the enterprise can prove what happened. Autonomy is earned — by being right, repeatedly, on the record.

4. The Asset: Work Intelligence

Roughly 90% of enterprise value is now intangible⁴ — and for forty years the enterprise has been giving each slice of that value a system of record. Transactions went into ERP. Designs went into CAD and PLM. Customers and people went into CRM and HR. One slice never made it in, because it could not be captured: how the company's best people actually do the work.

Work Intelligence is that missing system of record. It is what the flywheel produces and accumulates: the captured, verified, compounding record of how work is really done — held in a living 3D world, not in words. Business Intelligence told the enterprise what it did; Work Intelligence captures how it actually works.

ERP for your resources. CRM for your customers. PLM for your products. WI for your work.

Three properties make it an asset rather than a tool. It is **owned**: where foundation models absorb enterprise knowledge into a shared brain, WI stays the enterprise's own — the operator owns the competence, not the model vendor. It **compounds**: every job performed makes the record richer and the next worker sharper. And it is **embodiment-agnostic**: the same captured asset trains a human today and becomes a machine's curriculum tomorrow — as the industry moves into what it now calls Physical AI⁵, machines get Physical AI, and the enterprise gets Work Intelligence.

⁴Ocean Tomo, Intangible Asset Market Value Study (updated 2025): intangible assets rose from roughly 17% of S&P 500 market value in 1975 to approximately 92% by the end of 2025.

⁵NVIDIA, Jensen Huang, CES 2025 keynote and subsequent GTC keynotes: AI's progression from perception to generative to agentic to physical AI.

5. How the Three Interlock

Read the system end to end and the three names collapse into one sentence each way:

- **Forward:** the engine (Flywheel) runs on real work, producing the asset (WI), which is delivered back to people as capability — the vision (Human 2.0).
- **Backward:** Human 2.0 names the demand; Work Intelligence names what must exist to meet it; the Flywheel names the only way to build it.

This is why the architecture is one system rather than a portfolio: remove any part and the others fail. Without the engine, the asset is a static library that goes stale. Without the asset, the engine spins without accumulating. Without the vision, both are technology in search of a purpose. Together, they compound: every cycle of the engine deepens the asset, and every deepening of the asset raises the people.

The same interlock explains the moat. A competitor can copy a feature; it cannot shortcut a loop that has been running — because the asset is accumulated, customer by customer, job by job, and it is owned by the customers themselves.

6. Built Since 2018

EON has built toward this system since 2018 — when the conviction that human capability could be extended beyond its limits was right, and the technology was not yet ready. The four breakthroughs have now arrived, and the loop runs end to end, backed by 25 years of operating history, 4,400+ institutional customers across 80+ countries, and a granted U.S. patent position in XR.

The system is documented across two flagship papers: this one — the architecture — and its companion, Work Intelligence: The Enterprise's Missing System of Record, which defines the category in depth. The story they tell is simple enough to say in one breath, and that is by design.

The vision is Human 2.0. The engine is the Intelligence Flywheel. The asset is Work Intelligence. One system — for people first, machines next.

Sources

Full citations appear as footnotes throughout. Primary sources include: Ocean Tomo, Intangible Asset Market Value Study (2025); Michael Polanyi, *The Tacit Dimension* (1966); World Economic Forum, *Future of Jobs Report 2025*; industry analyses of the “Great Crew Change”; and NVIDIA’s public framing of Physical AI. Figures are rounded; estimates vary by source and are presented as ranges where appropriate.