



SCP Privacy & Identity Separation

How SCP Protects Individual Identity While Enabling Organisational Visibility

The Principle

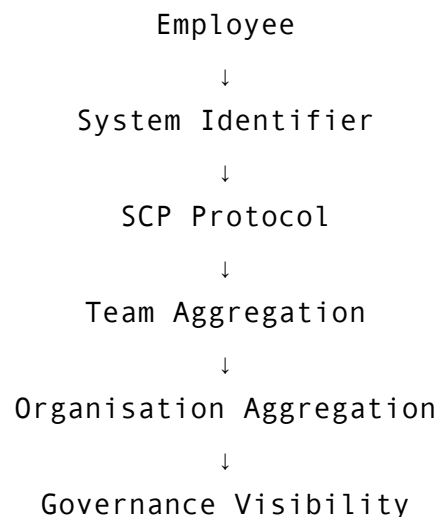
SCP is built on first principles. Trust is one of them. Therefore the SCP architecture was designed to provide two principles at once:

Organisations need visibility. Individuals need protection.

Employees contribute information through participation. Organisations receive collective visibility. The connection between the two is deliberately separated. Shared visibility without shared exposure.

How SCP Works

An employee participates in a short SCP session. The session is recorded under a system-generated identifier rather than an employee name. The SCP protocol processes participation data at the system level. Organisational reporting is generated from aggregated information. Leadership receives collective visibility, not individual visibility.



What Employees Can See

- ✓ Their own participation
- ✓ Their own development over time
- ✓ Their own operational information



What Organisations Can See

- ✓ Team-level participation patterns
- ✓ Organisational trends
- ✓ Reference state development
- ✓ Stability and volatility patterns
- ✓ Aggregated governance information

What Organisations Cannot See

- ✗ Individual session data
- ✗ Individual histories
- ✗ Individual ratings
- ✗ Individual operational states
- ✗ Individual identities through organisational reporting

The Importance

Most organisational systems face the same challenge: Employees fear visibility. Management doubts validity. When trust declines, participation declines. When participation declines, information quality declines.

SCP addresses this challenge by separating individual identity from organisational visibility while preserving the collective value of participation. The result is a shared verification layer built on employee contribution, organisational protection, and trusted governance.

The Outcome

Employees can participate without exposing themselves. Management can understand organisational conditions without accessing individual identities. Both operate within the same architecture. Both benefit from the same trust structure. Shared visibility without shared exposure.