

Epic	Feature	User Story	Acceptance Criteria	Priority	Notes
EPIC 1 – Digital Worker Identity & Job Architecture	Job Families Framework	As Digital HR, I assign each Digital Worker to a predefined job family so its organizational role, risk profile, governance expectations, and performance targets are clearly defined.	Job family is required at onboarding; job family includes autonomy band and risk tier; job family is displayed in the identity card; job family is referenced by governance and performance workflows.	Must	Leverage Microsoft Agent365's agent registry for core agent inventory and technical attributes; extend this story to add business metadata (job family, BU, owners) and a consolidated view using that platform data rather than duplicating identity management.
	Digital Worker Identity Card	As a Manager or Auditor, I view a Digital Worker's identity card so I can quickly understand its role, job family, business unit alignment, capabilities, boundaries, autonomy level, risk tier, and organizational ownership.	Identity card presents a single view; identity card includes job family, BU, region, process alignment, capabilities, boundaries, autonomy level, risk tier, and owners; identity card loads in less than 1.5 seconds; data shown matches catalog metadata.	Must	
	Capability Classification and Business Function Mapping	As Digital HR, I classify each Digital Worker's predefined capabilities and map them to business functions and authorized tasks so the organization understands exactly what the worker is designed and permitted to do.	Capability list is captured at onboarding; each capability is mapped to one or more business capabilities and processes; prohibited tasks and constraints are documented; capability mapping is required for risk tiering and governance checks.	Must	
	Purpose Statement and Boundaries	As a Product Owner, I define the Digital Worker's mission, intended outcomes, scope boundaries, and escalation rules so its responsibilities and limits are unambiguous.	Purpose statement is required at onboarding; purpose includes mission, in scope tasks, out of scope tasks, and escalation paths; any change to the purpose requires governance approval; purpose is visible on the identity card.	Must	Use Microsoft Foundry's control plane guardrails to enforce in-scope and out-of-scope behaviors at runtime; this story should focus on capturing and governing the purpose/scope definition and connecting it to Foundry guardrail configuration.
	Responsibility Model (RACI)	As Risk, I assign a RACI model to each Digital Worker so accountability and handoff expectations are clearly defined for all involved business units and stakeholders.	RACI assignment is required for High and Critical risk tiers; RACI supports Responsible, Accountable, Consulted, and Informed roles; RACI is referenced during autonomy promotion and governance reviews.	Must	
	Identity Linking Graph	As Architecture, I map each Digital Worker's relationships so teams can understand dependencies, peer interactions, and delegation paths across the digital workforce.	Graph view shows parent, child, peer, and dependency links for each Digital Worker; graph updates automatically when scopes or process assignments change; graph is accessible from the identity card.	Should	Agent365 can visualize relationships and interactions among agents, users, and resources; refine this story to consume those observability signals and supplement them with any static parent-child or delegation metadata needed for a richer relationship graph.
	Tenure and Version History	As Audit, I view a Digital Worker's tenure and historical versions so I can evaluate its maturity, behavior history, and governance compliance over time.	Timeline shows creation date, promotions, major capability changes, and retirement; each version is limited to governance events and performance summaries; history is available to auditors and risk owners.	Should	Foundry and Agent365 provide logs and deployment history for agent updates; adjust this story to aggregate those records into a human-readable timeline of versions, major changes, and key governance events per digital worker.
	Business Unit and Department Assignment	As Digital HR, I assign each Digital Worker to a Business Unit and Department so ownership, accountability, and value attribution are clear.	BU and Department are required on onboarding; BU to Department to Team hierarchy is supported; missing BU raises an alert for correction; BU assignment is visible on the identity card and in reporting.	Must	
	Business Process Association	As Strategy, I associate each Digital Worker with one or more business processes so TTD tracking, value attribution, and governance controls align to process outcomes.	At least one business process is required on onboarding; business process links drive TTD and SLO reporting; process associations are visible in planning and performance views.	Must	
	Org Chart Placement	As Digital HR, I place each Digital Worker in the organizational hierarchy so reporting structures and governance oversight roles are clear and traceable.	Identity includes primary manager or Product Owner; dotted line oversight roles such as Risk, Compliance, and SRE can be specified; org chart view updates nightly from catalog data.	Should	
EPIC 2 – Digital Worker Lifecycle Management	Multi Home Identity	As Architecture, I assign primary and secondary organizational homes to Digital Workers that support cross functional workflows so accountability and value attribution remain consistent in shared service models.	Primary BU is required; secondary BU is optional; reporting and value attribution support weighted logic across BUs; multi home details are visible in reporting and the identity card.	Could	
	Workforce Onboarding Workflow	As Digital HR, I onboard a new Digital Worker with identity, job family, scopes, business unit, and manager assignment so it can enter the environment under proper governance.	Onboarding form includes required identity fields, job family, BU, Department, primary owner, and process associations; successful onboarding creates a catalog record; new worker starts in a Stage or non production state.	Must	Agent365 handles technical onboarding by registering agents with Entra ID; refine this workflow to orchestrate that registration while collecting additional business data (job family, BU, owner, purpose) and ensuring agents are created only through the Agent365-based path.
	Digital Worker Probation Period	As Digital HR, I place new or newly promoted Digital Workers into a probation period with enhanced guardrails so we can validate behavior before granting full autonomy.	Probation flag can be set with configurable duration; while in probation, additional monitoring and stricter guardrails are applied; any serious violation during probation triggers automatic rollback to previous autonomy level or suspension.	Must	
	Temporary Pause or Leave of Absence	As a Product Owner, I temporarily pause a Digital Worker due to risk, policy changes, or process redesign so it does not continue acting while under review.	Digital Worker can be switched to Paused status; Paused status revokes active access scopes while preserving configuration; resuming the worker requires a simple workflow that revalidates governance and risk checks; pause and resume are logged for audit.	Must	Use Agent365's ability to disable or quarantine an agent identity as the underlying pause mechanism; this story should add a lightweight business workflow and logging layer around that control (reason, approver, resume conditions).
	Role and Assignment Change Workflow	As Digital HR, I change a Digital Worker's role, BU alignment, or process assignments using a controlled workflow so changes remain governed and traceable.	Change workflow captures new BU, Department, processes, and RACI as needed; High risk workers require governance council approval for changes; risk tier is recalculated when role or process changes; all changes are recorded in version history.	Should	
	Autonomy Promotion Path	As Digital HR, I upgrade a Digital Worker's autonomy from Suggest to Execute or Orchestrate only when performance and governance metrics justify it.	Promotion workflow checks SLO performance including TTD, policy pass rate, and reliability; promotion is blocked if thresholds are not met; successful promotion updates autonomy level and history and is logged for audit.	Must	
	Corrective Action Workflow	As Compliance, I open a corrective action case for a Digital Worker when performance or safety issues arise so remediation is formally tracked and resolved.	Corrective action record includes severity, issues observed, and proposed remediation; remediation can include configuration change, scope restriction, or retraining by engineering; unresolved cases escalate after a defined period; closure is recorded with outcome.	Must	
	Incident and Violation Record	As Audit, I track incidents and policy violations linked to each Digital Worker so risk and compliance reviews are based on a complete history.	Incident log stores type, severity, time, and resolution details; incidents are linked to the Digital Worker's history; repeated or severe incidents feed into risk and performance scoring.	Must	Agent365 logs policy violations and risky behaviors; refine this story to pull those logs into a per-agent incident history view, linking them to governance actions and performance scoring rather than building low-level detection from scratch.
	Retirement Triggers and Eligibility Rules	As Strategy, I define retirement triggers so Digital Workers are flagged when they are obsolete, underperforming, or superseded by new capabilities.	Retirement rules can include age, performance decline, risk changes, and process sunset; workers meeting retirement criteria enter Retirement Candidate status; governance reviews candidate workers on a regular cadence.	Should	
	Succession Planning Wizard	As a Product Owner, I retire a Digital Worker and assign a successor so knowledge and operational continuity are preserved.	Wizard guides memory export or data transfer; successor worker and scope are selected; old worker moves to Retired status; export is validated using checksum or hash; retirement and succession are logged for audit.	Should	
EPIC 3 – Workforce Planning and Capacity	Multi Dimensional Capacity Model	As Digital HR, I view capacity and load for Digital Workers across business unit, region, process, and time so I can plan workforce levels accurately.	Capacity views support filters by BU, region, process, and time window; load indicators show current and recent utilization; alerts highlight workers or processes with sustained high utilization beyond defined thresholds.	Must	Agent365 and Foundry provide raw usage and performance telemetry; use their data feeds as the source for multi-dimensional capacity views across BU, region, process, and time instead of custom metering.
	Multi Worker Assignment Optimizer	As Digital HR, I use an optimizer that recommends which Digital Worker should handle specific tasks or processes so assignments balance SLO performance, skills, and load.	Optimizer considers SLO performance, risk tier, autonomy level, and current utilization; recommendations can be reviewed before applying; optimizer identifies overloaded and underused workers and suggests rebalancing opportunities.	Must	
	Cost Informed Workforce Planning	As Finance, I plan Digital Worker capacity with cost overlays so I can understand the financial impact of workforce decisions.	Per worker cost metrics can be displayed alongside performance and utilization; planning views show projected cost changes under different scenarios; planners can set budget thresholds that trigger alerts.	Should	Foundry surfaces detailed runtime and cost metrics; refine this story to consume those platform cost signals and layer forecasting and budget impact analysis on top, rather than recreating cost tracking.
	Digital Worker Utilization Forecast and SLO Risk Model	As Digital HR, I forecast Digital Worker utilization and SLO risk so I can rebalance assignments before performance degrades.	Forecasts show expected utilization over 7, 30, and 90 days; risk scoring uses TTD, policy pass rate, autonomy ratio, and error budget consumption; high risk projections generate alerts and suggested mitigations such as reassignments.	Should	
	Scenario Simulator	As Strategy, I simulate what if scenarios such as demand spikes or worker retirement so I can understand the impact on TTD and SLOs before making changes.	Simulator accepts configurable scenario parameters; simulator returns projected TTD, utilization, and cost impacts; results can be exported or used to update workforce plans.	Could	
EPIC 4 – Digital Worker Performance Management	Multi Agent Capacity Pooling	As Architecture, I plan capacity for teams of Digital Workers that collaborate on shared workflows so I can manage team level performance.	Team views show combined throughput and SLOs for groups of workers; team composition can be adjusted to see effect on capacity; dependencies and bottlenecks within a team are highlighted.	Could	
	SLO Performance Score	As Digital HR, I generate an SLO Performance Score for each Digital Worker so leaders can see how closely it aligns with enterprise targets for speed, trust, and autonomy.	Score aggregates key SLOs including TTD, policy pass rate, autonomy ratio, and reliability; thresholds for acceptable scores can be configured; low scores trigger review or corrective action workflows.	Must	Foundry and Agent365 expose many underlying quality, reliability, and latency metrics; adjust this story to define a composite SLO score that is calculated from those platform metrics instead of re-implementing basic measurements.
	Incident Adjusted Performance Modifier	As Audit, I adjust a Digital Worker's effective performance score based on incidents and policy violations so ratings reflect both value and risk.	Modifier logic links severity and frequency of incidents to performance adjustments; high severity incidents reduce effective scores until remediation is complete; adjusted scores are used in promotion and governance decisions.	Must	
	Digital Worker Strength Profile	As Strategy, I view a Digital Worker's strength and weakness profile, calculated using aggregated SLO signals including TTD performance, policy pass rate, autonomy mode distribution, escalation frequency, latency stability, error budget burn rate, and drift indicators, so I can optimize task allocation and autonomy planning.	Strength and weakness scores are computed per intent and per process; scores use SLO signals such as TTD, policy pass rate, autonomy mode mix, escalation counts, latency variance, error budget burn, and drift trends; profile includes 7, 30, and 90 day views; recommendations indicate tasks where the worker is a good or poor fit.	Should	Foundry's evaluation framework can break down performance by task or intent; refine this story to transform those evaluation results into an interpretable strengths/weaknesses profile per agent.
	Consistency Index	As Digital HR, I measure the consistency of a Digital Worker's behavior over time so instability or drift can be detected early.	Index tracks variance in SLO metrics such as TTD, policy pass rate, and escalation rates; thresholds for acceptable variance can be configured; index is displayed in performance dashboards and feeds into risk and corrective action logic.	Should	Use time-series performance data and evaluations from Foundry to compute stability/variance metrics; this story should focus on defining the consistency index formula and alert thresholds, not on building telemetry collection.
	Workforce Benchmarking	As Digital HR, I benchmark Digital Workers against peers in the same job family or process so I can identify outliers and best in class performers.	Benchmark view allows filters by job family, BU, process, and autonomy level; workers are ranked by SLO performance and value metrics; outliers above and below norms are highlighted for investigation or reuse.	Should	Foundry and Agent365 support fleet-wide metrics; refine this story to benchmark agents by querying those platform datasets (e.g., by job family or process) and presenting rankings or outliers in your own reporting layer.
	Individual Improvement Plan	As Compliance, I generate an improvement plan for a Digital Worker when performance or safety indicators fall below standards so remediation is structured and trackable.	Plan includes specific goals based on underperforming SLOs or behaviors; recommended remediation actions are recorded; progress against the plan can be monitored over time.	Could	
EPIC 5 – Digital Worker Recognition and Leadership	Recognition Engine	As Leadership, I identify high performing Digital Workers so their designs and patterns can be reused and their scope can be expanded.	Engine flags workers that consistently exceed SLO targets and deliver high value; flagged workers can be marked as templates or candidates for broader deployment; recognitions are displayed in performance dashboards.	Could	

EPIC 5 – Workforce Governance	Workforce Risk Tiering	As Risk, I classify each Digital Worker into a risk tier so governance, review frequency, and control requirements match its potential impact.	Risk tier calculation uses factors such as data sensitivity, autonomy level, and scope of action; workers are labeled Low, Medium, High, or Critical; tier drives required reviews and control checks.	Must	Agent365 and Defender provide real-time risk signals for agents; this story should map those signals into your formal risk tiers (Low/Med/High/Critical) and define tier-specific controls rather than creating a new risk engine.
	Policy Packs by Job Family and Process	As Risk, I assign policy packs to Digital Workers based on job family and business process so the right business level controls are enforced.	Policy packs include applicable business, regulatory, and compliance rules; a policy pack is required at onboarding; changes to policy packs are versioned and logged; policy packs are applied consistently across workers in the same job family and process.	Must	Use Agent365's policy templates and guardrail configuration as the enforcement mechanism; refine this story to define which templates apply to each job family/process and manage their lifecycle through Agent365 rather than a separate policy system.
	Periodic Governance Review	As Governance, I perform periodic reviews of Digital Workers so their risk, scope, and controls remain appropriate over time.	Review cadence can be set by risk tier; review checklist includes scope, incidents, SLO performance, policy packs, and autonomy level; completed reviews are logged with outcomes and actions.	Must	
	Business Control Guardrails	As Compliance, I configure business level guardrails for Digital Workers so they operate within spend, access, and regulatory boundaries.	Guardrails define limits such as maximum spend, required approvals, and allowed data domains; guardrail violations block or halt actions; guardrails are configurable by BU, job family, and risk tier.	Must	Implement technical enforcement of business limits (data scope, spending, approvals) using Agent365 and Foundry guardrails; this story should focus on defining those business rules and mapping them into platform policies and configurations.
	Governance Audit Trail	As Audit, I view the organizational governance history for a Digital Worker so onboarding, changes, and approvals are fully traceable.	Audit trail records onboarding approvals, role and scope changes, autonomy promotions, policy pack changes, and retirement decisions; audit data can be exported for regulators when needed.	Must	Agent365 and Foundry provide detailed logs for agent creation, updates, and policy changes; refine this story to centralize and enrich those logs with higher-level governance decisions so auditors have a single consolidated trail.
	Separation of Duty Rules	As Risk, I enforce separation of duty rules so no Digital Worker can control conflicting steps of a high risk process.	Rules define incompatible actions or roles; attempts by a single worker to perform conflicting actions are blocked; SOD violations are logged and surfaced in governance reports.	Must	
	Control Variance Detection	As Risk, I detect drift in governance controls for Digital Workers so changes in behavior or environment do not silently weaken safeguards.	Control variance logic monitors changes in SLOs, policy decisions, and access patterns; significant deviations from expected control behavior generate alerts; High and Critical workers can be automatically paused for review.	Should	Leverage anomaly and drift alerts from Foundry and risk alerts from Agent365 as inputs; refine this story to define what constitutes control variance and how those platform alerts trigger reviews or automated responses.
	Org Escalation Rules and Routing	As Digital HR, I define escalation rules for Digital Workers so issues are routed to the correct human owners across Risk, Compliance, and Operations.	Escalation table maps event types and severities to roles or teams; escalation paths are required for High and Critical workers; escalations are logged and tracked until closed.	Should	
	Governance Impact Score	As Leadership, I see a Governance Impact Score that combines risk and value contributions so I can decide where to scale or constrain Digital Workers.	Score formula uses factors such as risk tier, incident history, SLO performance, and business value; score is updated on a regular cadence; high value high risk workers are flagged for close oversight.	Could	
	Workforce Governance Council Workflow	As Governance, I route key lifecycle decisions such as onboarding, high risk scope changes, and retirement through a governance council so decisions are made with cross functional input.	Workflow routes requests to designated council members; decisions and rationale are captured; turnaround times are monitored; council activity is visible in governance reporting.	Could	
EPIC 6 – Productivity and Value Attribution	Value per Digital Worker Dashboard	As a VP, I view the value created by each Digital Worker so I can see which workers drive the greatest impact on cost, speed, and quality.	Dashboard shows value metrics such as cost avoidance, time saved, error reduction, and outcome density for each worker; time windows such as 7, 30, and 90 days are supported; data can be exported for presentations.	Must	
	Outcome Credits Engine	As Finance, I assign and track Outcome Credits for Digital Workers so business value can be quantified and tied to verified outcomes.	Outcome Credits are issued based on validated business outcomes; credits link back to specific workers and processes; credits have an associated monetary or KPI value; credit history is immutable and auditable.	Must	
	Work Redistribution Analyzer	As Strategy, I analyze how Digital Workers have shifted work away from humans so I can see where manual effort has been reduced or repurposed.	Analyzer classifies tasks handled by Digital Workers by type and previous human owner; tool estimates FTE hours displaced or uplifted; results can be grouped by BU, process, and role.	Must	
	Process Level Value Attribution Matrix	As Strategy, I attribute Digital Worker value to specific business processes and units so I can see where automation delivers the most impact.	Matrix shows value metrics by process and BU; supports drill down from worker to process to BU; value totals reconcile with overall worker value.	Must	
	Human Productivity Uplift Engine	As Digital HR, I quantify how Digital Workers improve human productivity so I can demonstrate workforce transformation.	Engine estimates FTE hours returned to teams; reports show reductions in manual steps and rework; uplift data can be sliced by BU and role.	Must	
	Value Forecasting Model	As Finance, I forecast expected value from deploying or expanding Digital Workers so investments can be prioritized and justified.	Model accepts assumptions such as volume, cycle time change, and error reduction; forecast outputs include projected cost avoidance and time savings; forecasts can be compared with actuals over time.	Should	
	Value to Risk Ratio	As Leadership, I compare Digital Workers using a Value to Risk Ratio so I can balance aggressive automation with acceptable risk.	Ratio uses a combination of value metrics and risk tier weighting; workers are ranked by ratio; workers with low ratio are candidates for optimization or retirement.	Should	
	Financial Auditability Layer	As Finance, I require auditable value attribution records so Digital Worker ROI stands up to internal and external scrutiny.	Value calculations and Outcome Credits are logged with transparent formulas; exports include data for finance and audit review; changes to methodology are versioned and documented.	Should	Use Foundry's cost and usage telemetry plus Azure cost management data as the evidentiary base; this story should ensure that business value and savings calculations trace back to those authoritative records for audit.
	Digital Worker Contribution Index	As Strategy, I view a Contribution Index that summarizes each Digital Worker's impact on OKRs and cross functional KPIs so I can identify strategic workers.	Index aggregates contributions to selected KPIs such as revenue protection, customer satisfaction, or operational efficiency; index is filterable by BU and process; top contributors are highlighted for reuse and expansion.	Could	
	Human Override Analysis Engine	As Compliance, I analyze human overrides of Digital Worker actions so I can understand misalignment, trust gaps, or areas where automation is not yet appropriate.	Engine tracks override frequency, reasons, and associated workers and processes; patterns are surfaced such as frequent overrides for particular intents; findings feed back into governance and design decisions.	Must	
EPIC 7 – Human Impact Analytics	Human Productivity Impact Tracker	As Leadership, I track how Digital Workers change human workload so I can quantify the impact on employee productivity.	Tracker reports FTE hours saved, reduction in manual steps, and change in error correction effort; impact can be viewed by BU, team, and role; trends show how impact evolves over time.	Must	
	Human Experience Score (HX)	As Strategy, I measure human experience when working with Digital Workers so I can assess adoption, trust, and collaboration quality.	HX score aggregates feedback signals such as ratings, survey results, and complaint rates; HX is reported by worker and by BU; low HX scores trigger investigation and potential design changes.	Should	
	Workload Redistribution Model	As Leadership, I view how Digital Workers redistribute workload across teams so I can identify where new capacity has been created or stress remains.	Model shows where work has shifted rather than disappeared; redistribution metrics can be grouped by team and BU; outputs highlight teams with high residual manual load despite automation.	Should	
	Trust Trajectory Score	As Strategy, I track how trust in Digital Workers changes over time so I can understand long term adoption trends.	Trust score uses signals such as override rates, HX scores, and voluntary usage; trajectory is viewed over time for workers and BUs; declining trust triggers review of design or governance.	Should	
	Human and Digital Handoff Metrics	As Operations, I measure the quality of handoffs between humans and Digital Workers so I can improve end to end workflows.	Metrics include handoff latency, error rates after handoff, and escalation success; problem handoffs are flagged by process and worker; improvements can be tracked after workflow changes.	Should	Exploit Foundry's task completion and adherence evaluators, along with any explicit handoff logs, to quantify how often and how well tasks move between agents and humans; this story adds business interpretation and reporting on top.
	Communication Load Impact	As Operations, I measure reductions in communication load so I can see how Digital Workers simplify collaboration and coordination.	Impact reports show changes in tickets, emails, chat messages, and escalations before and after deployment; data can be segmented by BU and team; high impact scenarios are highlighted.	Should	
	Human Digital Workflow Map	As Operations, I visualize Human and Digital Worker interactions in key workflows so I can identify bottlenecks and redesign opportunities.	Maps show where humans and Digital Workers interact, hand off, or wait; high friction points are highlighted based on SLO and HX data; maps can be exported for process redesign workshops.	Could	
	Collaboration Friction Score	As Strategy, I quantify friction between humans and Digital Workers so I can identify where additional change management or design work is needed.	Score uses factors such as complaints, overrides, rework, and low HX; high friction scores are reported by BU, team, and process; improvements are tracked after interventions.	Could	
	Digital Workforce Org Chart	As Leadership, I view a Digital Workforce org chart so I can see how Digital Workers are deployed across business units and reporting structures.	Org chart shows Digital Workers under their primary Product Owner and BU; dotted line oversight such as Risk and Compliance can be displayed; chart updates from catalog data on a regular schedule.	Must	
	Assignment Matrix by BU, Region, and Team	As Operations, I view an assignment matrix that shows which Digital Workers support which BUs, regions, and teams so I can understand coverage and dependencies.	Matrix lists workers by BU, region, and team; filters allow focusing on specific segments; matrix can be exported for planning and review.	Must	
EPIC 8 – Organizational Alignment	Workforce Ownership Model	As Digital HR, I assign accountable owners for each Digital Worker so there is no ambiguity about who is responsible for outcomes and governance.	Ownership model requires at least a Product Owner and technical owner for each worker; missing owners are flagged in reports; ownership details are visible from the identity card and org chart.	Must	
	Org Level Role Definitions for Digital Worker Management	As Digital HR, I define organizational roles such as Digital Workforce Manager, Digital Risk Owner, and Digital Operations Lead so responsibilities for managing Digital Workers are standardized across the company.	Role catalog defines responsibilities and decision rights for each role; Digital Workers can be linked to these roles; role definitions are referenced in governance workflows and documentation.	Must	
	Digital Worker Reporting Line Logic	As Strategy, I assign reporting lines for Digital Workers so accountability for performance, risk, and behavior is clear.	Reporting structure distinguishes primary Product Owner from secondary oversight roles such as Risk, Compliance, and SRE; reporting logic is displayed in the identity card and org chart; reporting assignments are used in escalation workflows.	Should	
	Organizational Risk Distribution Heatmap	As Risk, I view a heatmap of Digital Worker risk by BU and region so I can identify where governance needs to be strengthened.	Heatmap shows counts and tiers of workers by BU and region; High and Critical concentrations are highlighted; filters allow drill down by process or job family.	Should	Agent365 exposes per-agent risk and incident data; refine this story to aggregate that data by BU/department and visualize risk concentration across the org instead of building risk sensing independently.
	Org Evolution Tracking and Adoption Analytics	As Leadership, I track how Digital Worker adoption spreads across BUs and regions so I can measure progress of digital transformation.	Adoption metrics show numbers and coverage of workers by BU and region over time; trends and milestones are displayed; lagging and leading BUs are highlighted.	Should	Use the agent inventory and usage trends from Agent365/Foundry as the core dataset; this story should define adoption KPIs and dashboards (agents over time, usage by BU) built from that platform telemetry.
			Capability changes such as new tools, intents, or instructions are recorded; High and Critical workers require governance approval before changes go live; history of capability changes is linked to the worker's record.	Should	
				Must	Rely on Foundry and source control for version and capability change tracking; refine this story to wrap those mechanisms with an approval workflow and risk-aware review when new skills or tools are added to an agent.
EPIC 9 – Capability Evolution Governance	Capability Change Tracking and Approval	As Digital HR, I track changes to a Digital Worker's capabilities and ensure they pass through approval so scope evolution remains governed.			

EPIC 10 – Workforce Culture and Collaboration	Skill Regression Detection	As Digital HR, I detect regressions in a Digital Worker's SLO performance after capability updates so degraded behavior is caught early.	Post change SLO metrics are compared to prior baselines; significant declines in TTO, policy pass rate, or autonomy ratio trigger alerts; regressions can feed into corrective actions. Checklist includes validation of scope, risk tier, policy packs, and escalation paths; updates cannot be promoted to production until required checks are completed; completion is logged with approver identity.	Must	Foundry supports side-by-side evaluations of agent versions; this story should define regression criteria and automation that flags when updated agents underperform prior versions on key evaluation suites.
	Pre Release Evaluation Checklist	As Digital HR, I use a pre release checklist for Digital Worker capability updates so business controls are validated before rollout.	Risk tier is recalculated whenever major capabilities are added or removed; changes in tier are logged; additional controls are applied automatically when tier increases.	Must	Leverage Foundry's evaluation and safety testing pipelines; refine this story into a governance checklist that requires specific Foundry evaluation runs and thresholds to pass before agents or new capabilities go live.
	Capability Risk Reassessment	As Risk, I recalculate a Digital Worker's risk tier when capabilities change so governance remains aligned with actual risk.	Validation step checks that processes associated with the worker remain correct; misalignments are flagged for review; decisions are recorded in the worker's history.	Should	Use Agent365's real-time risk and access change signals when capabilities evolve; this story should formalize how those signals trigger a manual or semi-automated re-rating of the agent's risk tier.
	Business Process Alignment Validation	As Strategy, I validate that new or changed capabilities still align with the Digital Worker's assigned business processes so the worker is not misused or misaligned.		Should	
	Capability Evolution Timeline and History	As Audit, I view a timeline of capability evolution for each Digital Worker so I can trace how its role and scope have changed over time.	Timeline displays significant capability additions, removals, and reconfigurations; entries link to approvals and performance impact where available; timeline can be exported for audits.	Could	Combine Foundry deployment history, source control logs, and Agent365 changes into a consolidated timeline; this story focuses on presenting that history in a way that supports audits and post-incident reviews.
	Digital Worker Collaboration Protocol	As Digital HR, I define how Digital Workers collaborate and delegate work to each other so cross worker interactions are predictable and governed.	Protocol describes allowed delegation patterns, coordination flows, and escalation points; protocol can vary by job family or BU; workers that violate collaboration rules are flagged for review.	Must	
	Behavior Norms Enforcement	As Digital HR, I enforce behavior norms for Digital Workers so tone, escalation behavior, and safety expectations are consistent across the workforce.	Norms include required escalation patterns, unacceptable behaviors, and communication expectations; violations are surfaced through monitoring and may trigger corrective action; norms are referenced in design and governance.	Must	Apply Azure/Foundry content safety and guardrails to enforce baseline behavior norms (no toxic or unsafe content); this story adds company-specific etiquette rules via prompts or custom filters on top of those capabilities.
	Communication Policies per Business Unit	As Digital HR, I define Digital Worker communication policies per business unit so messages, tone, and level of detail match audience expectations.	Policies describe tone, structure, and content guidelines for Agents in each BU; policies are documented and available to engineering and design; adherence is sampled through review or audits.	Must	
	Cross Worker Conflict Resolution Logic	As Digital HR, I define conflict resolution rules so Digital Workers handle overlapping tasks and decisions in a predictable way.	Logic describes priority rules when two workers can act on the same item; logic defines when one worker should defer to another; conflicts and resolutions are logged for analysis.	Must	
	Workforce Behavior Drift Detection	As Compliance, I detect behavior drift in Digital Workers so deviations from agreed norms are corrected before they erode trust or control.	Monitoring checks for changes in tone, escalation patterns, and collaboration behavior; significant deviations from baseline norms are flagged; flagged workers can be placed under closer review or temporary restrictions.	Must	Use Foundry's observability and evaluation metrics over time to detect drift in response quality or safety; this story defines the behavioral signals and thresholds that should trigger investigation or retraining.
Organizational Collaboration Rules Library	Collective Intelligence Model	As Strategy, I measure how groups of Digital Workers acting together affect TTO and SLOs so I can design effective multi worker teams.	Model aggregates performance metrics at team level; teams can be defined by process, BU, or explicit grouping; results highlight combinations of workers that deliver better or worse outcomes together.	Should	
	Organizational Collaboration Rules Library	As Architecture, I maintain a library of collaboration rules for Digital Workers so teams across the company can reuse proven interaction patterns.	Library stores reusable patterns for delegation, escalation, and coordination; patterns can be linked to specific processes or job families; new workers can be configured to follow existing patterns.	Should	
	Organizational Consistency Score	As Strategy, I track an Organizational Consistency Score for Digital Workers so I can see how well they adhere to communication policies, behavior norms, and collaboration rules.	Score aggregates adherence to key organizational rules; low scores highlight workers that need review or redesign; score trends can be viewed by worker, BU, and process.	Should	