

CLASSIFICATION

Operator
field guide

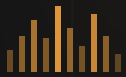
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THE FIRST OPERATOR

SYSTEMS ARCHITECT, THE HR OPERATOR™

THE HR OPERATOR™

SIGNAL STATUS



Line open

FREE OPERATOR SAMPLE • FIELD GUIDE 006 • MANAGER
RED FLAGS

One framework from the field guide, given away. Read
the signal before it becomes the lawsuit.

TRANSMISSION ID

MRF

2026 • 006

SERIES

TACTICAL WORKFORCE
INFRASTRUCTURE

PUB CODE

HRO-MRF-2026-006

The Line is Open.

006
Sample

THE GOLDEN NUGGET • FREE EXCERPT

Read the signal **before it becomes the lawsuit.**

Leadership risk does not arrive as a crisis. It arrives as a quiet room, a transfer request, and an exit interview that says things the team stopped saying out loud months ago. The Leadership Risk Early-Warning System in Field Guide 006 moves in five phases. Here is the operating arc, given away free.

01**Signal**

Audit quiet rooms, private validation loops, stalled escalations, and complaint clusters. Do not isolate incidents. Study patterns.

02**Pattern**

Map the last twelve months in one timeline: exits, transfers, escalations, missed calibrations, surveys, and skip-levels. Patterns are easier to see than incidents.

03**Exposure**

Denominate the risk in the language leadership already uses: turnover replacement cost, ramp time, legal exposure, and customer continuity. Risk becomes real when it has a number.

04**Intervention**

Make the response visible enough for the team to believe the system is awake. Private coaching for a public trust failure is not intervention. It is concealment.

05**Repair**

Track recurrence, silence, turnover, and escalation confidence. Trust is not restored by announcement. It is restored when the team sees the tolerated behavior stop costing them.

THE CALIBRATION LINE • USE THIS

"We have three specific instances in the last quarter where the standard moved between conversations. Two reports have raised it. I am not asking for context. I am telling you what the team is adjusting around."

INSIDE THE FULL FIELD GUIDE

What the full **field guide** gives you.

The five-phase system above is one framework. Field Guide 006 is the complete operating manual for reading and responding to leadership drift before it becomes team loss: sixty-plus pages, built to be run, not read.

- Five classified red flag signals with 90-day behavioral timelines, data signatures, legal exposure forecasts, and the failure mode each one produces if left unnamed
 - Five high-risk manager archetypes (the Untouchable Performer, the Emotional Reactor, the Avoider, the Politician, and the Fragile Expert) with recognition patterns and intervention entry points
 - The Leadership Drift Audit: a printable scoring tool across retaliation signals, consistency, emotional regulation, and conflict management with four action thresholds
 - The Manager Stability Tracker: six categories, green-yellow-red definitions, and escalation rules for when two yellows become a documented intervention
 - The Trust Collapse Model showing the six stages trust moves through, what leadership misreads at each stage, and the operator signal available at each one
 - Ten high-risk phrases that keep the pattern in place, a defensible documentation structure, a four-step Trust Reconstruction arc, and mandatory legal escalation thresholds
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The full field guide, and the **29 others**.

Field Guide 006 is one volume of THE HR OPERATOR, the closed 30-volume core that runs the whole people function as one system. Get this guide, or get the series. The Line is Open.