

THE COMPANY BOOK

Metawave Industries

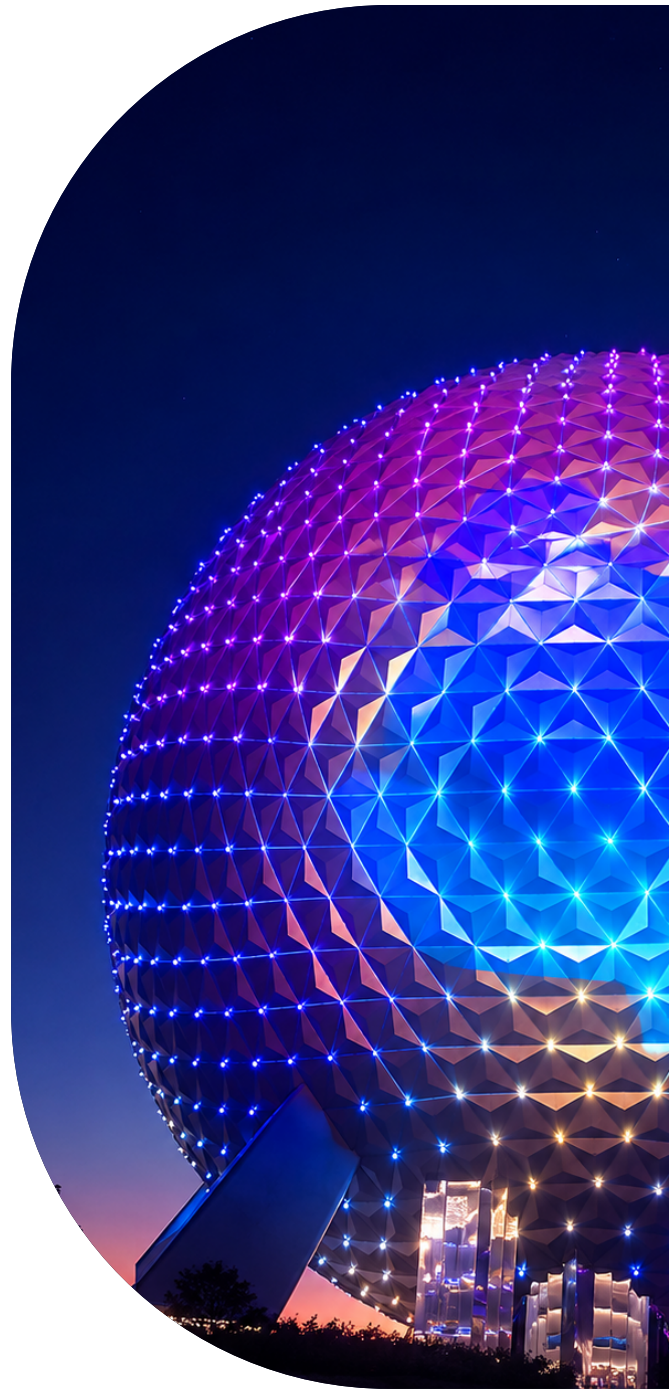
Research, advisory
and technology development

A WORLD OF BETTER.

2026

A world of better.

Metawave exists to make professional life more capable, more adaptive and more connected as work changes.



Not a tagline. A direction.

“Better” is the governing outcome across work, capability, technology, learning, opportunity and mobility - and it must ultimately be visible in evidence, decisions and outcomes.



A WORLD OF BETTER

Better decisions begin with the work.

Metawave Industries is a research, advisory and technology company building infrastructure for better work.

We study how work is changing, help organisations reason about technology and capability, and build systems that connect those decisions to professional context.

The starting point is specific: what someone needs to accomplish, how the work is executed, which capabilities it requires and what evidence can show whether a change helped.

Our model brings three disciplines together. Research investigates the questions. Advisory applies relevant evidence to an organisational decision. Technology carries useful context and methods into products that can be tested and improved.

What does the work require?
Which capability fits?
What changes in practice?

We are developing the research programme, advisory practice and technology described here through scoped study, product and collaboration work.

A WORLD OF BETTER

Inside Metawave.

A company organised around work, people and better decisions.

01	A world of better	1
	Purpose, principles and the company	
02	Research	12
	Questions, methods and practical evidence	
03	Advisory	20
	Work diagnosis, evaluation and adoption	
04	Technology	28
	Context, evidence and professional systems	
05	Collaboration	32
	People, institutions and shared enquiry	
06	Responsibility and impact	36
	Agency, integrity and measurable progress	

Connect with Metawave

Back cover

THE PERSON

Professional life is fragmented. The person is not.

Jobs, skills, software, learning and mobility are usually represented in separate systems. Metawave starts from a different premise: work is the common object through which those systems can become legible to one another.

**The unit of intelligence is not the profile.
It is the changing reality of work around the person.**



WORK — CAPABILITY — TECHNOLOGY — LEARNING — OPPORTUNITY — MOBILITY

ONE PROFESSIONAL LIFE

Six dimensions. One system.

BETTER

Not six business units. Six dimensions of professional life that become more useful when they can inform one another through real work.

01	Better work	Work that is more productive, capable and human.
02	Better capabilities	Capability made visible, developed and evidenced through real work.
03	Better technology	Technology matched to actual needs, workflows and outcomes.
04	Better learning	Learning triggered by demonstrated gaps and changing work.
05	Better opportunities	Roles, projects and paths matched to real capability and context.
06	Better mobility	Movement across roles, organisations and markets with richer evidence.

ONE PERSON ONE CHANGING REALITY OF WORK ONE SYSTEM

Research. Advisory. Technology. One purpose.

Each discipline contributes something different to a better decision about work.

01

RESEARCH

Establish what the evidence supports.

Study work, technology use and professional outcomes; test explanations, methods and interventions.

02

ADVISORY

Make the next decision clearer.

Diagnose a work need, evaluate alternatives and define an adoption or capability-building response.

03

TECHNOLOGY

Make useful understanding reusable.

Build work models, evidence mechanisms and product experiences that preserve context as needs change.

A problem encountered in practice can become a research question. A finding can change a recommendation or a product. Evidence from use can reveal the next question. This is the relationship our company is built to develop.



OPERATING PRINCIPLES

Start with reality. Organise around context.

01

Work before technology.

Understand the work before recommending the tool. Technology is valuable only in relation to what a person or organisation is actually trying to execute.

02

Context before categories.

People are more than titles, credentials or software categories. Decisions should be grounded in the changing context of work, capability, objectives and evidence.

OPERATING PRINCIPLES

**Earn confidence
through evidence.
Preserve human
agency.**

03

**Evidence before
assertion.**

Capability, recommendations and outcomes should increasingly be grounded in observable execution, provenance and explicit evidence state.

04

**Agency before
automation.**

Intelligence should strengthen judgement and reduce friction without silently replacing human consent or consequential professional, employment or mobility decisions.

OPERATING PRINCIPLES

Connect what is fragmented. Build trust into the architecture.

05

Connection before fragmentation.

Work, capability, technology, learning, opportunity and mobility should inform one another rather than become another disconnected system.

06

Trust by architecture.

Consent, provenance, permissions, verification and auditability are product primitives. Trust is designed into the system; it is not added after the fact.



OPERATING PRINCIPLES

Build for adaptation. Prove what better means.

07

Adaptation over prediction.

The goal is not to perfectly predict the future. It is to help people and organisations adapt as work, technology, capability and demand change.

08

Better must be measurable.

"Better" is an outcome to demonstrate, not a brand claim to assume. Separate aspiration, hypothesis, evidence and measured result with discipline.

THE MEANING OF BETTER

Better must be demonstrable.

Each dimension of better carries a question that research, product evaluation and practice should be able to answer.

OUTCOME	WHAT BETTER MEANS	QUESTION FOR EVALUATION
Better work	More effective execution, with less avoidable friction.	What changed in time, quality, effort or experience?
Better capability	Capability that is clearer, stronger and more portable.	What can a person now demonstrate or perform?
Better technology	Technology that fits the work and its constraints.	Does the capability fit, and is it useful in practice?
Better learning	Development connected to a demonstrated need.	Did learning close a real gap and improve execution?
Better opportunity	Roles and projects matched to relevant capability.	Are opportunities more relevant to evidenced context?
Better mobility	Transitions supported by interpretable evidence.	Can evidence be understood across roles and institutions?

Better becomes meaningful when the evidence shows what changed.

Measures need to reflect the setting, the people and the limits of the evidence.

One company. A connected architecture.

The company purpose, underlying system and product experience have distinct roles.

THE COMPANY

Metawave Industries

Research, advisory, technology development and institutional collaboration for better work.

THE UNDERLYING SYSTEM

Metawave OS

Intelligence, evidence, trust and coordination organised around changing work and professional context.

A METAWAVE PRODUCT

Stackable

Technology discovery, evaluation and adoption connected to the work a person or organisation needs to execute.

The first product focus is technology adoption. The wider research agenda connects work with capability, learning, opportunity and professional mobility. The common foundation is an understanding of the person and the work in context.

THE PROFESSIONAL

One professional. One persistent context. One continuous loop.

The durable asset is the governed professional context. It becomes more useful as work, capability, decisions and outcomes change over time.

WORK

Observed execution, objectives, constraints and outcomes.

TECHNOLOGY

Tools and capabilities in use, available or newly relevant.

OPPORTUNITY

Roles, projects and paths that fit demonstrated context.

CAPABILITY

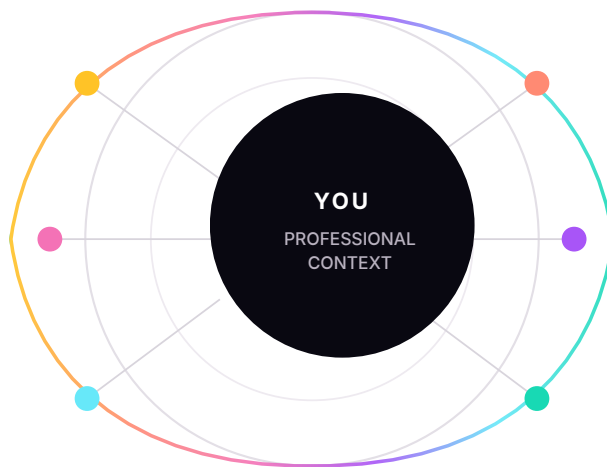
What work demonstrably requires and what the person can evidence.

LEARNING

Capability change the work now demands.

MOBILITY

Movement across teams, organisations, markets and geographies.



The system remembers the changing reality around the professional without reducing the professional to a static profile.

PERSISTENT
GOVERNED
WORK-DERIVED
LONGITUDINAL

One purpose. A connected architecture.

Our worldview becomes useful when company purpose, professional context, infrastructure and experience connect around changing work.

01

WORLDVIEW

A world of better.

A more capable, adaptive and connected professional life.

02

COMPANY PURPOSE

Infrastructure for better work.

Metawave Industries connects research, advisory and technology development.

03

PROFESSIONAL CONTEXT

One professional context.

An evolving account of work, capability, objectives, constraints and evidence.

04

UNDERLYING SYSTEM

Metawave OS.

Intelligence, evidence, trust and coordination beneath the product experience.

05

EXPERIENCE

Products and programmes.

Experiences through which people and institutions can use and test the proposition.

Different expressions. A common foundation in changing work.

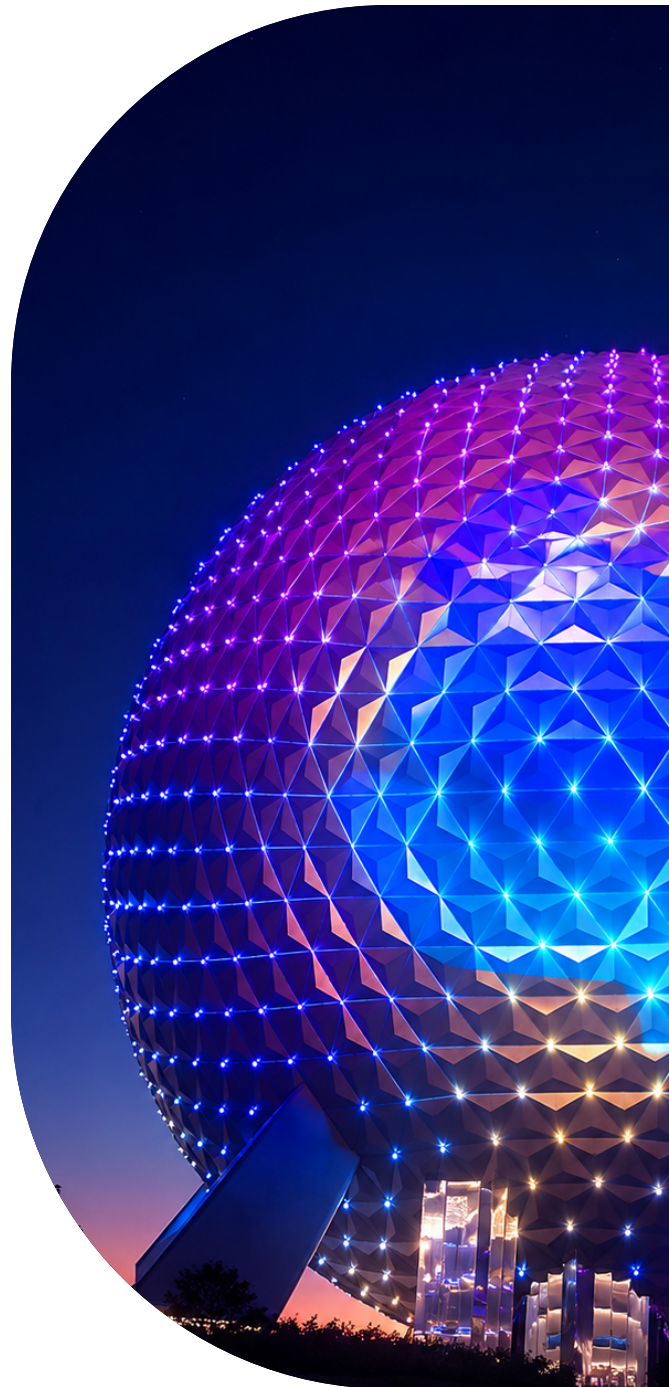
The company connects evidence, decisions and use around the same professional context.

Understand work. Test what helps.

Our research asks whether a richer understanding of work can improve technology decisions, capability development and professional outcomes.

OUR RESEARCH FOCUS

Work intelligence.
Technology adoption.
Professional capability.



Evidence for a changing professional life.



RESEARCH

Questions with a practical consequence.

Our agenda follows the decisions that connect changing work to professional life.

Work intelligence

What must a work model capture to support a useful decision, and what can it safely leave out?

Professional capability

What can execution reveal about capability, and where are context and human assessment essential?

Technology adoption

Which tools, workflow changes and forms of support improve fit and sustained use?

Learning and transition

Can an evidenced work requirement lead to more relevant learning and new responsibilities?

Evidence and mobility

Under what conditions can capability evidence be trusted and interpreted across institutions?

A useful answer changes a decision: what to build, what to adopt, what to learn or what to investigate next. Our research is organised around that practical consequence.

Before the shortlist, understand the work.

Consider a procurement team evaluating software to compare supplier quotations.

01

Gather

Receive quotations

02

Compare

Interpret differences

03

Approve

Resolve exceptions

04

Record

Preserve the decision

Capability

Compare relevant terms, quantities and prices.

Context

Respect approval roles, exceptions and existing systems.

Evidence

Retain a traceable explanation of the decision.

A tool may support one step well while leaving a difficult handover or an essential control unresolved.
A work-centred assessment makes those requirements visible before evaluating options.

A scoped trial can then examine task quality, time, errors, review effort and the experience of the people using it. The research question is which combination of capability and work design produces a useful improvement.

Illustrative work situation, not a Metawave client case or measured result.

RESEARCH

From technology use to useful adoption.

The presence of a tool and the value of using it are different things to investigate.

Exposure

Which technologies do people encounter, and in which tasks?

Fit

How well do their capabilities match the work and its constraints?

Adoption

What changes in workflow, support and participation make use effective?

Outcomes

What changes in performance, workload, agency and learning?

Our proposition connects diagnosis with an evaluable response. The right intervention could involve a different tool, a redesigned task, better support or a clearer decision process. Technology performance and the human experience of work belong in the same assessment.



RESEARCH

More context must produce a better answer.

Our work-representation research is organised around four tests.

01

Validity

Does the model capture the relevant work, including its context and exceptions?

02

Reproducibility

Can the process produce sufficiently consistent results when repeated?

03

Portability

What remains useful when the person, organisation or setting changes?

04

Decision utility

Does the model improve a judgement compared with a simpler alternative?

We combine work analysis, qualitative enquiry, quantitative methods, technical evaluation and field research according to the question. The aim is to establish what additional context contributes, where it fails and when it is worth using.

RESEARCH

A question. A test. A useful finding.

Research connects a decision worth improving with a method capable of examining it.

01	Question	The decision, people and setting.
02	Design	Measures, comparison and analysis.
03	Build and study	A prototype or intervention in use.
04	Interpret	Findings, uncertainty and limitations.
05	Apply	A method, publication or product change.

Implementation matters to interpretation: who used an intervention, how it was used and what changed during the study. A finding becomes more useful when those conditions are clear.

The next question follows from the evidence, including results that challenge the original idea.

RESEARCH

Futureproofing Africa's professionals.

Our flagship programme framework connects global work intelligence with professional capability, technology adoption and mobility.

The Global Work Intelligence & Professional Mobility Research Programme is planned as a 24-month programme of applied research, prototype development and field evidence.

Its central question is whether better work intelligence can connect changing requirements with more useful technology, relevant learning and stronger evidence for professional transitions.

The programme brings the research and the build together: work representations, technology-fit methods, evidence mechanisms and professional interfaces must become testable artefacts. Local investigators and professional experience are essential to understanding what the evidence means in each setting.

RESEARCH AND PROGRAMME ENQUIRIES

For research collaboration, programme participation or institutional partnerships, contact Metawave Industries.

research@metawave.world

**Changing work. Relevant capability.
Useful technology. Informed transitions.**

RESEARCH

Research people can put to work.

Our intended outputs connect scientific understanding with practical use.

01	Studies and publications	Questions, methods, findings and limitations that others can examine.
02	Methods and decision tools	Ways to understand work, evaluate fit and assess change.
03	Prototypes and evaluations	Implementations that make a technical or professional proposition testable.
04	Professional learning	Briefings, workshops and guidance that help people interpret and apply findings.

The evidence behind a conclusion must remain understandable as it moves into advice, a product or a professional decision. Translation is part of the research contribution.

ADVISORY

Advice connected to the work.

Our advisory model brings contextual judgement and product capabilities into a continuing relationship with an organisational decision.

Work context

Objectives, tasks and constraints

01

Advisory

Diagnosis and interpretation

02

Stackable

Product support and evidence

Decision

Options, trial and review

Evidence from use updates the work context.

A clearer decision now. A stronger basis for the next one.



ADVISORY

A decision. A concrete deliverable.

An engagement is scoped around the question the organisation needs to resolve.

01	Work diagnosis	An account of the relevant workflow, constraints, capability needs and current tools.
02	Evaluation brief	Options assessed against work requirements, evidence, readiness and material trade-offs.
03	Adoption trial	A bounded plan for use, participation, support, implementation and evaluation.
04	Review and capability building	An assessment of what changed, what remains uncertain and what the organisation needs to do next.

The advisory practice is being developed around this model. Each engagement needs an agreed scope, access, responsibilities, deliverables and basis for evaluation.

The value appears in use.

Our adoption model connects a technology choice to implementation and learning.

-
- | | | |
|----|-------------------|--|
| 01 | Understand | Define the work and the decision. |
| 02 | Evaluate | Compare capabilities and trade-offs. |
| 03 | Trial | Examine fit, use and support. |
| 04 | Adopt | Implement the relevant changes. |
| 05 | Learn | Review outcomes and revise the decision. |
-

New execution creates new evidence. A constraint may emerge, a requirement may change or an assumption may fail. Follow-up keeps the decision connected to the work it was meant to improve.

ADVISORY

Stackable. From work need to technology fit.

Stackable is a Metawave product focused on technology discovery, evaluation and adoption.

Its product proposition begins with what a professional or organisation needs to accomplish. A useful match depends on the task, the existing tools, the constraints and the requirements for implementation.

The product direction connects those needs with candidate capabilities and a basis for evaluating them. Evidence from use can then inform a subsequent assessment as the work changes.

In an enterprise engagement, Stackable can support relevant parts of that process. Advisory contributes contextual interpretation, facilitation and an accountable scope.

**Better discovery.
Better adoption.
Better work.**

Three markets. One work context.

Technology, talent and learning become more relevant when they can be understood through the work a person or organisation needs to do.

 TECHNOLOGY

Capabilities in tools.

Discovery often starts with categories, reviews and demonstrations. Fit depends on the work, constraints and objectives.

 TALENT

Capabilities in people.

Discovery often starts with profiles and credentials. Work and evidence connect organisations seeking capability with professionals seeking opportunities.

 LEARNING

Capabilities to develop.

Discovery often starts with subjects, programmes and course catalogues. A useful pathway addresses a demonstrated need, respects prerequisites and practical access, and supports application in work.

 COMPUTATIONAL REPRESENTATION OF CHANGING WORK

Workflows, tasks and objectives. Capabilities, technologies and evidence.

Shared context for technology, talent and learning.

QUESTIONS FOR RESEARCH

Can changing work reveal a need before a job, procurement or training request is raised?

Can subsequent execution help us assess whether the chosen response helped?



THE STACKABLE VISION

Marketplace of One.

Our vision is a market assembled around each professional or organisation: their work, capabilities, technology, learning needs, objectives and what they may need next.

THE CONTINUING CONTEXT

One evolving work context.

Tasks and objectives.
Capabilities and learning needs.
Technology, constraints and evidence.

Updated as work changes.

Technology

Capabilities matched to a work need.

Learning

Capability development matched to a demonstrated need, with progress examined through subsequent work.

Work and talent

Work opportunities for professionals.
Relevant capability and expertise for organisations.

FOR PROFESSIONALS

Tools that fit, learning that addresses relevant gaps, and opportunities connected to demonstrated capability and context.

FOR ORGANISATIONS

A view of changing work, relevant technology and talent, and workforce capability development guided by evidence.

The relationship continues as work changes.

Stackable is a Metawave product. Metawave OS is the underlying system.

ADVISORY

Beyond a single technology choice.

An enterprise relationship can combine product access, contextual advice and learning over time.

The first question may be narrow: why a tool is underused, which capability is missing or how to evaluate a particular workflow change. The value grows when the organisation retains a useful account of the work and the reasoning behind its decision.

As needs evolve, that context can support another evaluation, a revised implementation or a new learning requirement. Our enterprise model is designed to connect those decisions instead of treating each as an isolated exercise.

Where a question calls for systematic investigation, a research study has its own scope, participant arrangements and terms for data and outputs.

A continuing decision asset

An understandable work context, explicit requirements and evidence from use can make the next assessment more specific.



ADVISORY

Reasoning you can inspect.

A useful recommendation makes its basis, trade-offs and limits understandable.

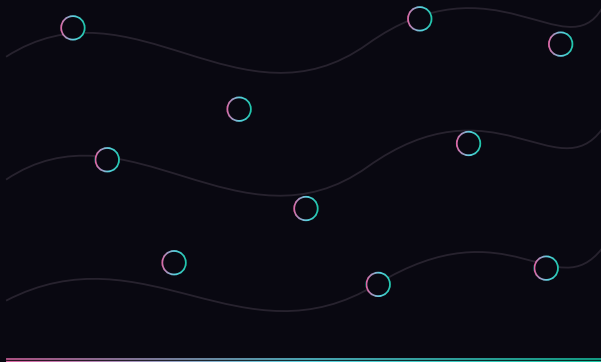
Work fit	The objective, task or constraint the option addresses.
People and readiness	The usability, capability, support and organisational conditions required.
Implementation	The integration, ownership, data, rights and workflow changes involved.
Value and uncertainty	The expected outcome, supporting evidence and assumptions that matter.
Review	The evidence or changed condition that would lead to a different decision.

Material commercial interests and relevant alternatives belong in the conversation. The organisation should be able to understand why an option is recommended and what would change that judgement.

THE SYSTEM

The intelligence layer for professional infrastructure.

It turns changing work and professional context into structured signals that can be reasoned over, verified, governed and coordinated across products and institutional systems.

**INTELLIGENCE**

Interpret work, change, gaps and next needs.

EVIDENCE

Ground capability and outcomes in provenance.

TRUST

Govern consent, permissions, verification and accountability.

COORDINATION

Route bounded decisions and actions across the ecosystem.

WORK → CONTEXT → INTELLIGENCE → DECISION → NEW WORK

TECHNOLOGY

Three connected research and build layers.

Our technical agenda connects the person, the evidence and the work system.

Professional context

How work-derived understanding could support continuing companionship, learning and matching.

Evidence and verification

How execution records could support trustworthy capability evidence with clear provenance and boundaries.

Work intelligence

How representation and simulation could support gap detection, technology fit and configuration decisions.

These layers need working prototypes: representations that can be inspected, mechanisms that can be tested and interfaces that people can use. Architecture, implementation and demonstrated outcomes are different stages of the work.

TECHNOLOGY

A professional system that can stay relevant.

Work, tools, capability and goals change. Our longer-term research asks how a continuing professional context could support useful decisions through those changes.

A professional companion is one expression of this question. It would need to understand enough about the person and the work to recognise a relevant need, explain a possible next step and preserve the person's control.

The same context could help connect technology, learning and opportunity around a current requirement. We treat this as a proposition to investigate: what understanding is necessary, which evidence is trustworthy and when a recommendation is useful.

WORK AND PROFESSIONAL CONTEXT

Technology

A capability that fits a work need.

Learning

Development connected to a requirement.

Opportunity

A pathway relevant to evidenced context.

Continuity should improve relevance while preserving agency.



TECHNOLOGY

Trust is a technical requirement.

A professional system needs usable boundaries around what it understands, recommends and does.

01 Inspect the context

A person needs ways to understand the relevant information held about their work and to correct it.

02 Understand the recommendation

The basis, evidence state and important limitations need to be visible to the person making the decision.

03 Control the use

Permissions, access and consequential actions need boundaries that people and institutions can understand.

Our architecture treats provenance, permissions, verification and human oversight as part of the system. Research must examine whether these mechanisms work reliably and remain understandable in practice.

A shared question. A useful contribution.

Our collaboration model connects scientific enquiry, professional experience and practical application.

**Shared questions.
Complementary
capability.
Practical application.**



Research through people and institutions.

COLLABORATION

Different expertise. A common object: work.

The evidence becomes more useful when the people who experience, study and shape work can contribute.

01

Professionals

Experience of tasks, constraints and changes that matter.

02

Employers

Operating settings, organisational decisions and adoption.

03

Researchers

Methods, interpretation and independent enquiry.

04

Learning institutions

Learning design, assessment and capability development.

05

Technology ecosystems

Capabilities, implementation knowledge and expertise.

06

Public and mobility institutions

Standards, transitions and institutional context.

We seek collaboration around a shared question and a defined contribution. Scientific expertise, practical access and professional participation each add something the others cannot supply alone.

COLLABORATION

Rigorous enquiry. A route to application.

We seek university collaborations that connect scientific investigation with prototypes and practical use.

Metawave contribution

Research questions, prototypes, product development, work settings and a route to application.

Academic contribution

Investigators, methods, supervision, research infrastructure and independent evaluation.

SHARED WORK

A credible study and knowledge that can inform both scholarship and practice.

Scientific responsibility, participant protection, publication and the use of research outputs are central to the collaboration. Commercial application and publishable research can support one another when the purposes and rights are understood.

A wider programme needs local expertise. Research can travel across settings only when the meaning of the work and the evidence remains clear.



COLLABORATION

Inquiry with a public purpose.

Some questions call for a structured conversation across scientific, professional, technical and institutional perspectives.

As the programme develops, we intend to convene focused inquiries and commissions where a defined evidence process can advance a research or public-interest question.

An inquiry might examine the conditions under which technology adoption improves work in a particular setting. Its contribution would be a clearer account of the evidence, areas of agreement, unresolved questions and practical implications.

We welcome conversations about research collaboration, enterprise and design partnership, professional participation and support for defined programme work.

Contribute to the question

Bring a relevant work setting, scientific expertise, a practical challenge or a professional perspective.

RESPONSIBILITY AND IMPACT

Better work comes with responsibilities.

Our purpose carries obligations to the people represented in our systems, participants in research and institutions using our work.

People retain agency.

Consequential recommendations need understanding, choice and a route to challenge.

Evidence earns confidence.

Claims need a clear basis, an honest account of uncertainty and freedom to report inconvenient findings.

Progress stays accountable.

Benefits and burdens belong in the evaluation, along with the decisions made in response.

Our commitment to better work.

The quality of professional life matters alongside the performance of a task.

Dignity and agency

Respect people as participants in decisions about their work. Preserve meaningful understanding, choice and challenge.

Fairness and access

Consider whose work is represented, who can participate and how benefits and burdens are distributed.

Work quality and wellbeing

Examine workload, autonomy, safety, security and experience alongside efficiency.

Learning and capability

Connect changing requirements with opportunities to develop and demonstrate relevant capability.

Participation and voice

Bring affected professionals into the framing, testing and evaluation of change.

Evidence and accountability

Make outcomes and responsibilities clear, report limitations and respond when evidence challenges an intervention.

RESPONSIBILITY AND IMPACT

Research that earns confidence.

Respect for participants, purposeful data use and independent interpretation guide our approach.

Understood participation

Clear information about the study, expected involvement, prototype state and the choices available to participants.

Purposeful data use

A defined purpose, appropriate access, protection and clear terms for retention, sharing and reuse.

Scientific integrity

Methods suited to the question, transparent limitations and a record of material changes.

Independence and interests

Clear funding and commercial relationships, with scientific interpretation protected from undisclosed pressure.

Research participation, product use and commercial collaboration involve distinct permissions and responsibilities. Our model gives those boundaries an explicit place in the work.



Make better demonstrable.

Our impact approach asks what changed, for whom, under which conditions and with what confidence.

01 Representation integrity

Does the system faithfully describe the relevant work?

02 Decision utility

Does that understanding improve a judgement?

03 Operational outcomes

What changes when an intervention is used in practice?

04 Institutional effects

Can useful evidence and practice travel across systems?

Each level needs suitable measures and an evaluation that supports the conclusion. A working prototype establishes something different from a measured improvement in professional life.

Our reporting approach will distinguish activity and reach from evaluated outcomes, making methods, limitations and practical implications clear. Better is an outcome to investigate and demonstrate.

- Make work more legible.
- Make capability more visible.
- Make technology more relevant.
- Make learning more responsive.
- Make opportunity more connected.
- Make mobility more possible.

**A world
of
better.**

CONNECT WITH METAWAVE INDUSTRIES

metawave.world

2026