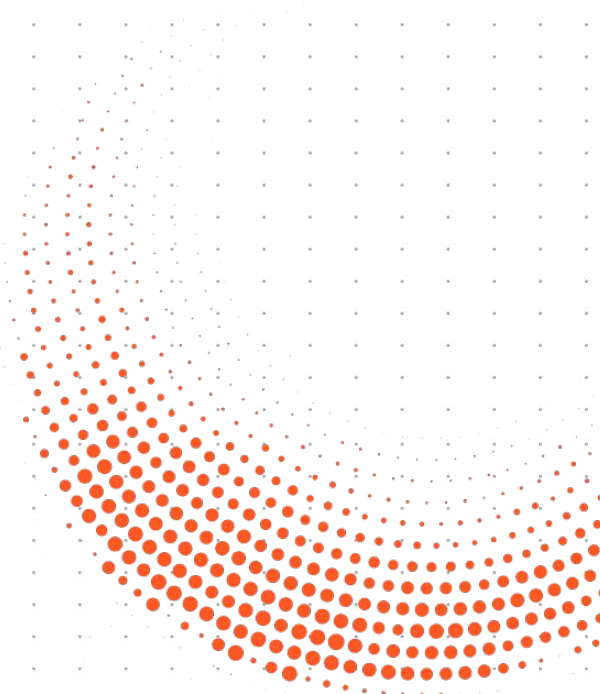




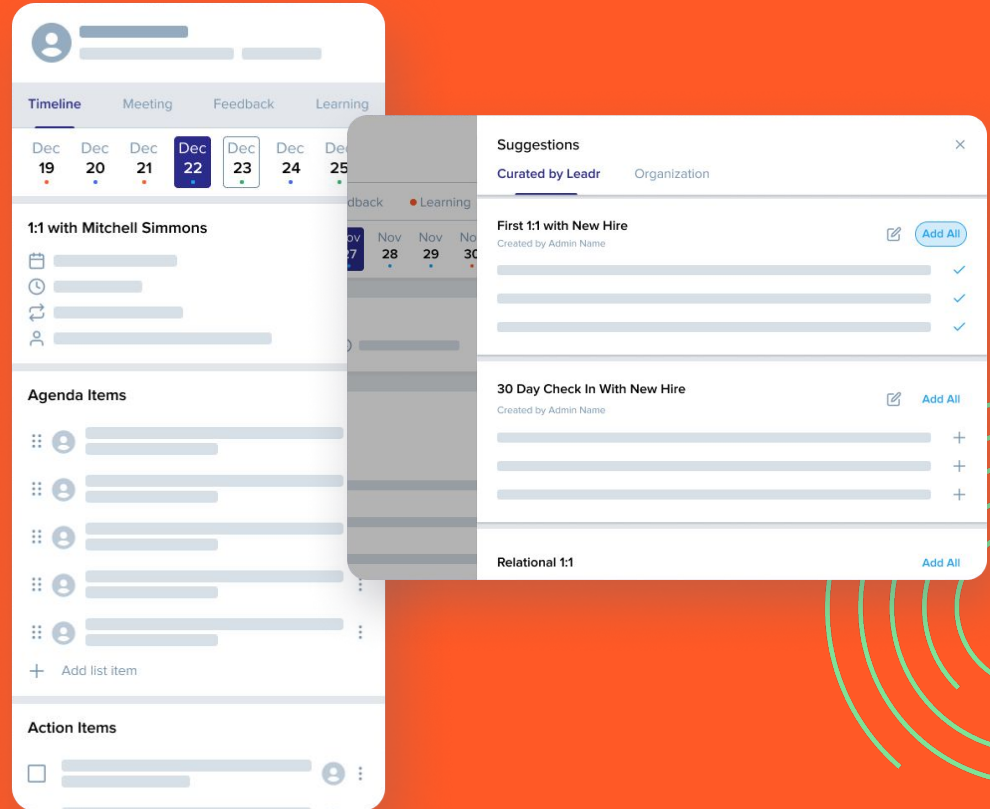
Organization Name
Coaching for Growth



Framework for Growth

Recap

- Organization has been set-up in Leadr
- Admin, manager and employee trainings held
- Baseline assessment conducted
- Baseball cards being created
- Meetings being moved over to Leadr



Organizational Review - Baseline

Rapport (Coaching)

8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

8.8

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8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

Participation

88%

Completed the survey within 72 hours.

- XX - Logins per week per manager*
- XX - Logins per week per employee*
- XX - Hours of managers coaching employees*
- XX - Agenda items discussed*
- XX - Action items completed*
- XX - Goals created*

Clarity (Alignment)

8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

Maximization

8.8

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8.8

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8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

Sentiment Analysis - Baseline



“I love all of this.

We had just started launching develop. me with our staff when it was discontinued. Leadr looks like a much more robust tool with way more features.

-Josh

- From our Customers -



“So much cleaner...

Going back to the OneNote interface was painful. The Leadr user interface was so much cleaner, and so much more intuitive.

-Daniel

- From our Customers -



“Leadr will help

organize and systematize things and it will allow us to follow through in a way where we can actually track back.

-Chris

- From our Customers -



“Leadr has shown me

Leadr has definitely shown me that I don't currently spend enough time preparing for 1:1's.

-Jan

- From our Customers -



“Absolutely helpful

and incredible what your team is building at Leadr! Very helpful for 1:1, team meetings, feedback & developing the team around us. Keep it up!

-Ryan

- From our Customers -



“On a personal level

Leadr has shown me I am not the best at preparing for meetings. It has been a bit of a retraining for me to improve my communication.

-Doug

- From our Customers -



“Brilliant...

The more you put into it, the more you get out of it. The colleague that spent the most time in it thought it was brilliant.

-Jana

- From our Customers -



“Before and After...

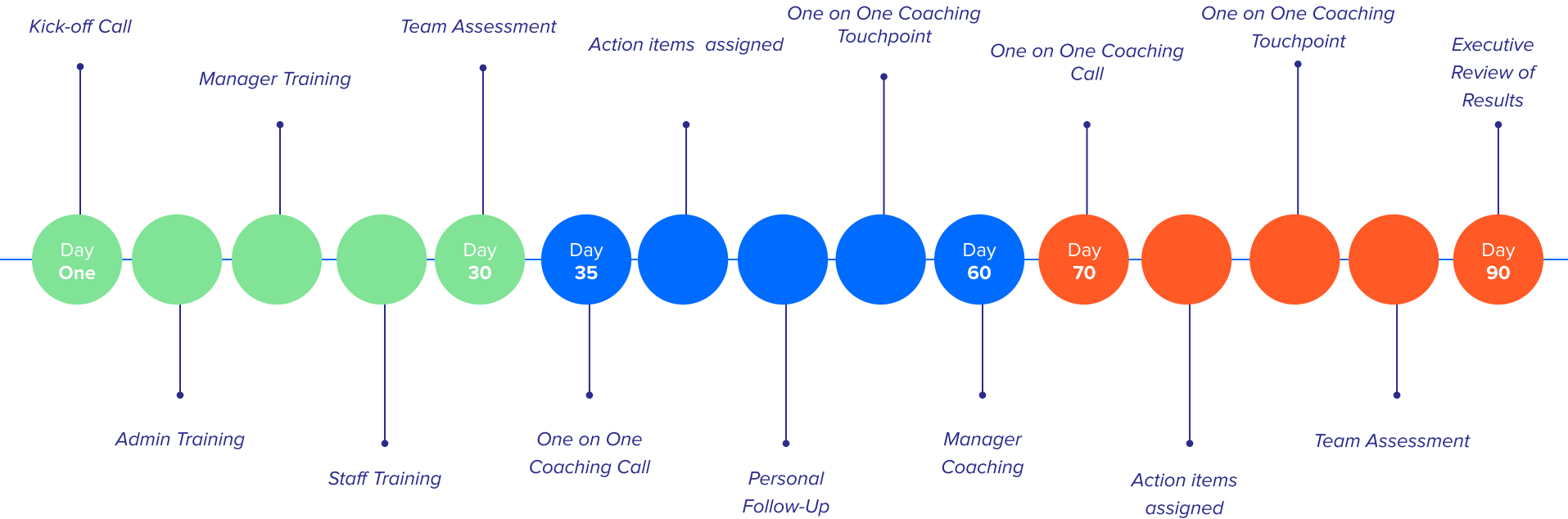
Before using Leadr, we were doing quarterly team meetings. Since using Leadr, we've moved to consistent bi-weekly meetings with our people.

-Ryan

- From our Customers -



Here is where we're headed: **90-day Timeline**

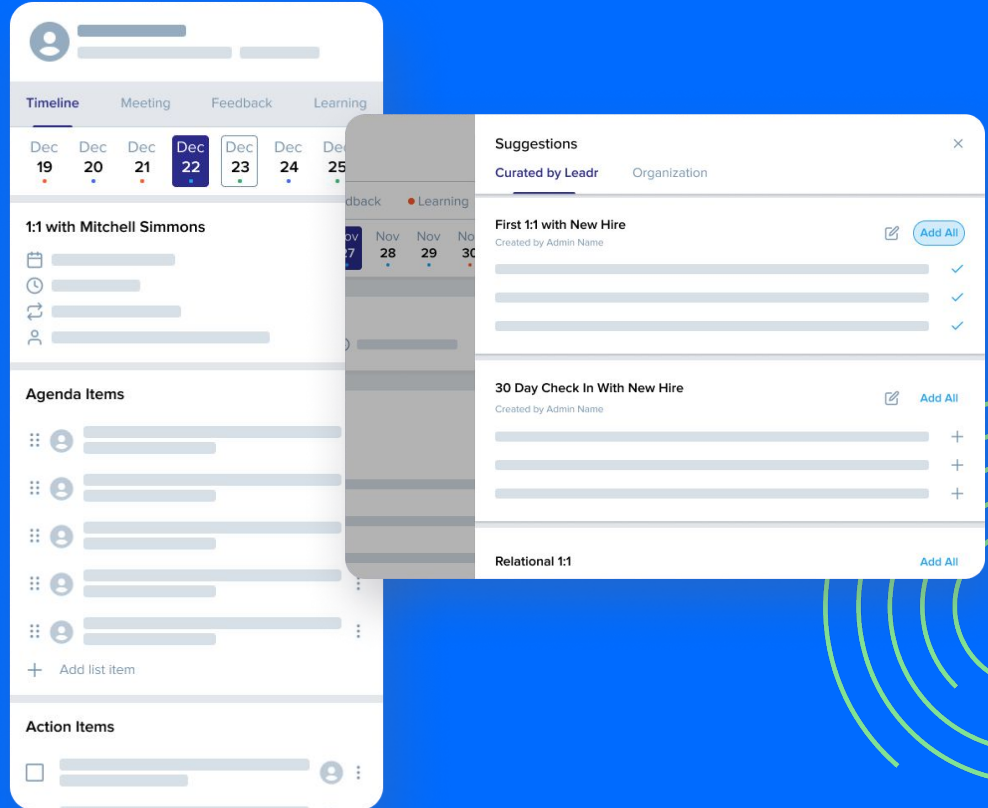


Your path to growing & engaged teams

Better Coaching

Agenda for today

- Review survey results
- Review usage metrics
- Manager vs coach
- Meetings
- Your action items
- Q&A



Traditional Management

- One size fits all
- Prioritize short-term execution
- One-way communication
- Give unsolicited feedback

Manager as Coach

- Strengths-based
- Invest in long-term development
- Prompt dialogue & self-reflection for learning
- Lead by example and request feedback

Traditional One to Ones

- “This is your time”
- “What should we talk about today?”
- Task Updates
- Accountability

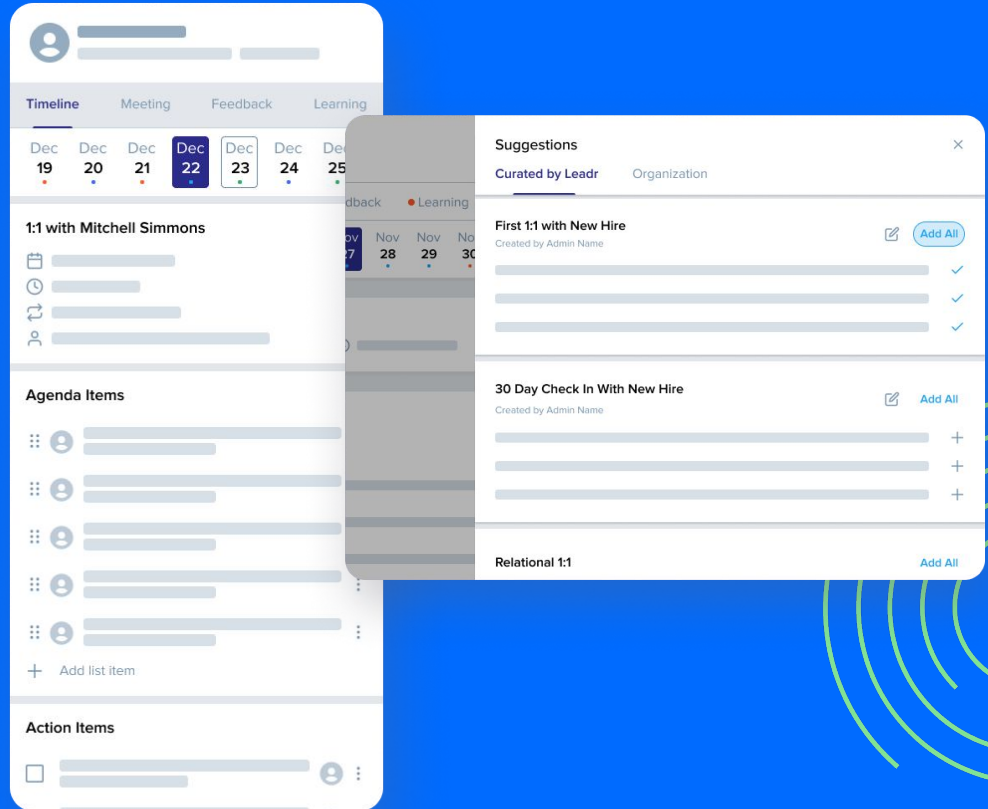
The New World of Work

- Collaborative: “It’s our time.”
- Preparation: “I’ve been thinking about...”
- Personal/Project/Career
- Coaching

Better Coaching

Action Items

- Ensure all your 1:1's are in Leadr
- Collaborate on agenda throughout the week
- Use a suggested question
- Follow-up with managers who haven't moved 1:1's into Leadr



Better Alignment

Agenda for today

- Review usage metrics
- Goal setting best practices
- Your action items
- Q&A

The screenshot displays a user interface for 'Ed Executive'. At the top right, the user's name 'Ed Executive' is shown with a profile icon and a dropdown arrow. Below this is a large profile picture placeholder and two buttons labeled 'Profile' and 'Notes'. The main content area is divided into three sections: 'Timeline', 'Employee Goals', and 'Agenda Items'. The 'Timeline' section features a calendar view with dates from Nov 23 to Dec 05, and a legend for 'Meeting' (blue dot), 'Feedback' (green dot), and 'Learning' (red dot). The 'Employee Goals' section shows three progress bars: the first is at 50% and is 'On Track' (green checkmark), the second is at 50% and is 'Off Track' (yellow X), and the third is at 50%. The 'Agenda Items' section has a table with columns for 'Creator' and 'Agenda Items', showing two items with user icons and text placeholders. On the right side of the main content area, there are sections for 'Birthday', 'About Me', and 'Strengths', each with a horizontal bar representing a value.

Traditional Goal-Setting

- Bottom-line driven
- Top-down
- Siloed
- Accountability-first

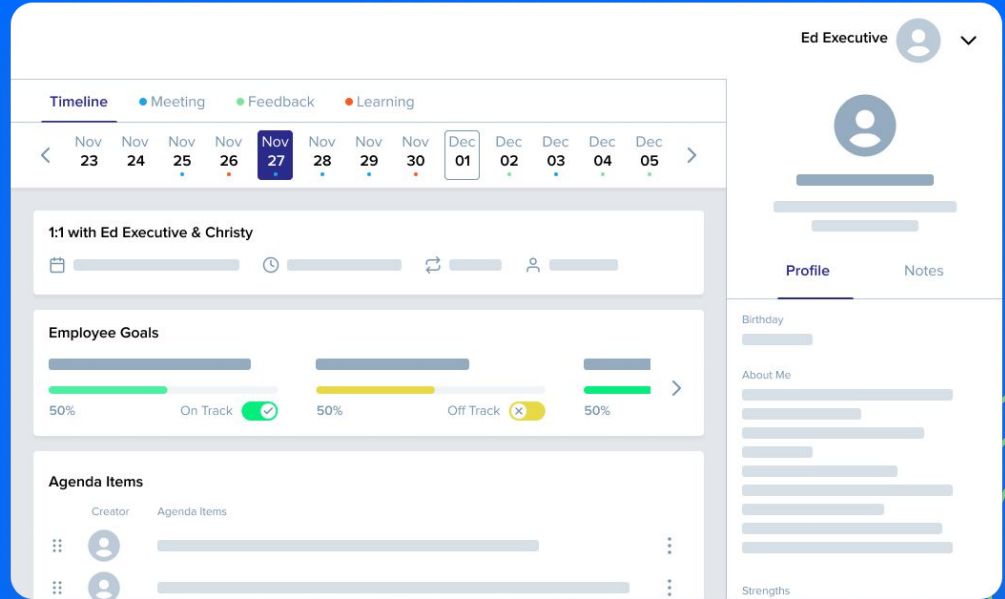
The New World of Work

- Mission driven
- Collaborative
- Transparent
- Relevance-first

Better Alignment

Action Items

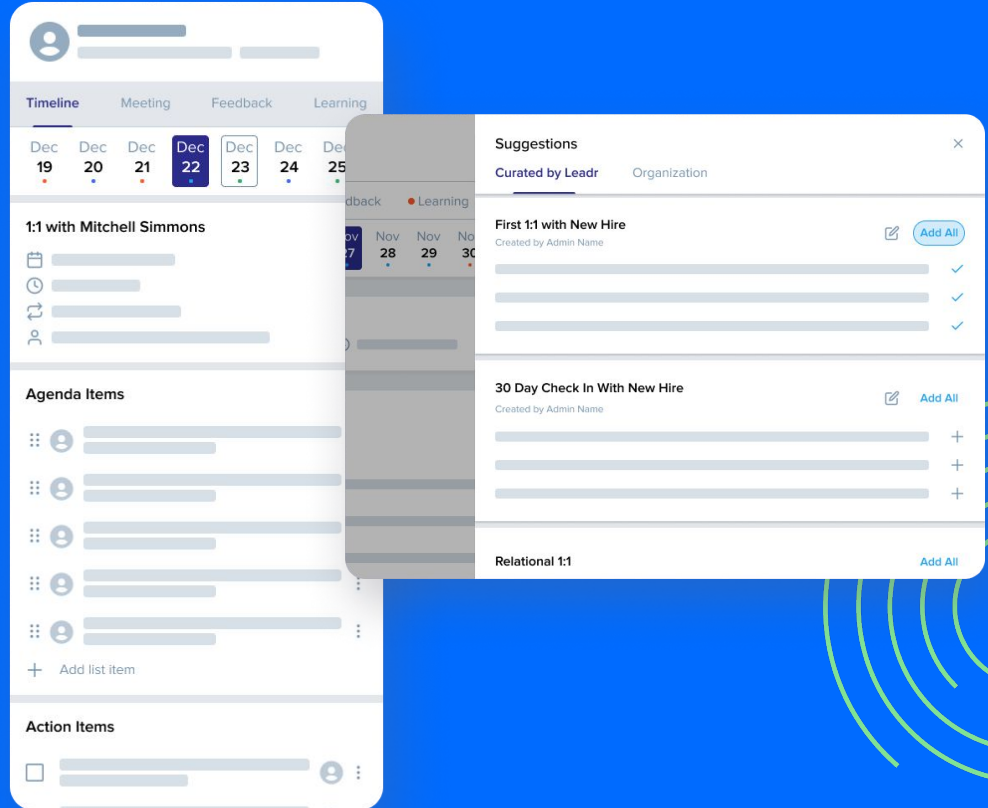
- Ensure all employees, including yourself, have at least 1 goal in Leadr
- Add at least 1 action item to your goal
- Add an agenda item to 1:1/team meetings to discuss goals
- Follow-up with managers who haven't moved goals into Leadr



Better Conversations

Agenda for today

- Review usage metrics
- Feedback best practices
- Your action items
- Q&A



Traditional Feedback

- Given
- Mistakes-based
- Opinion as fact
- Sporadic & saved up

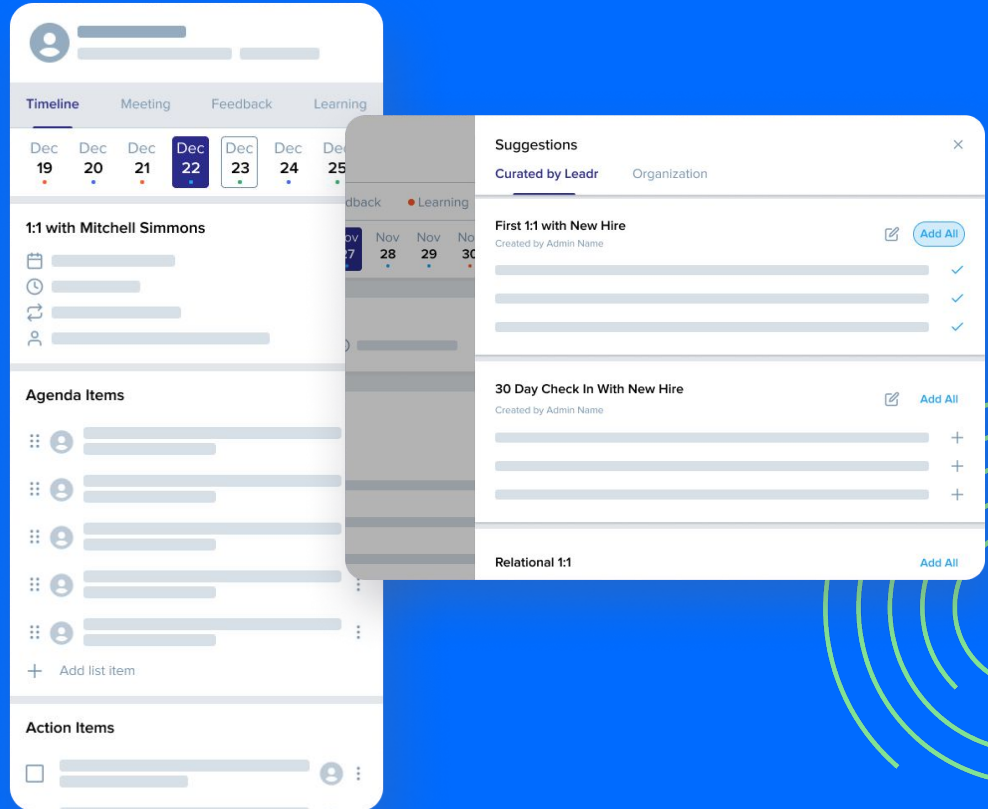
The New World of Work

- Requested
- Strengths-based
- Perspective-driven
- Continuous & real-time

Better Conversations

Action Items

- Request feedback from one person
- TBD



Organizational Review - In Summary

Rapport

8.8

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8.8

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8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

Participation

88%

Completed the survey within 72 hours.

5.6 - Logins per week per manager

4.3 - Logins per week per employee

45 - Hours of managers coaching employees

83 - Agenda items discussed

24 - Action items completed

51 - Goals created

Clarity

8.8

I regularly meet with my manager to discuss life outside of work, my projects & career development

8.8

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Sentiment Analysis - In Summary



“I love all of this.

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-Josh ”

-From our Customers -

“So much cleaner...

Going back to the OneNote interface was painful. The Leadr user interface was so much cleaner, and so much more intuitive.

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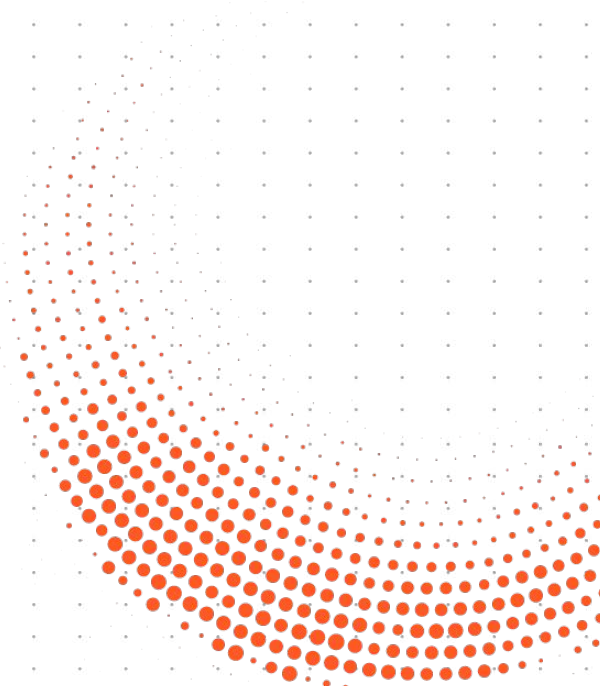
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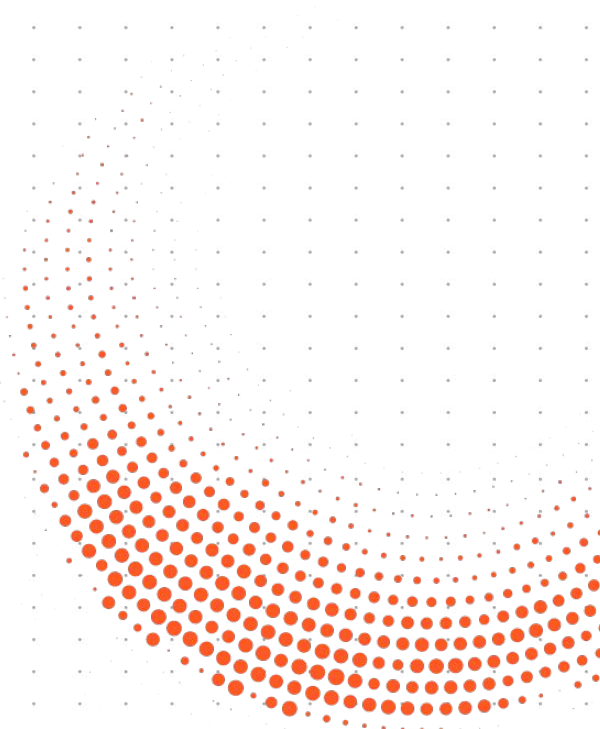


Organization Name
Thank you!





Appendix

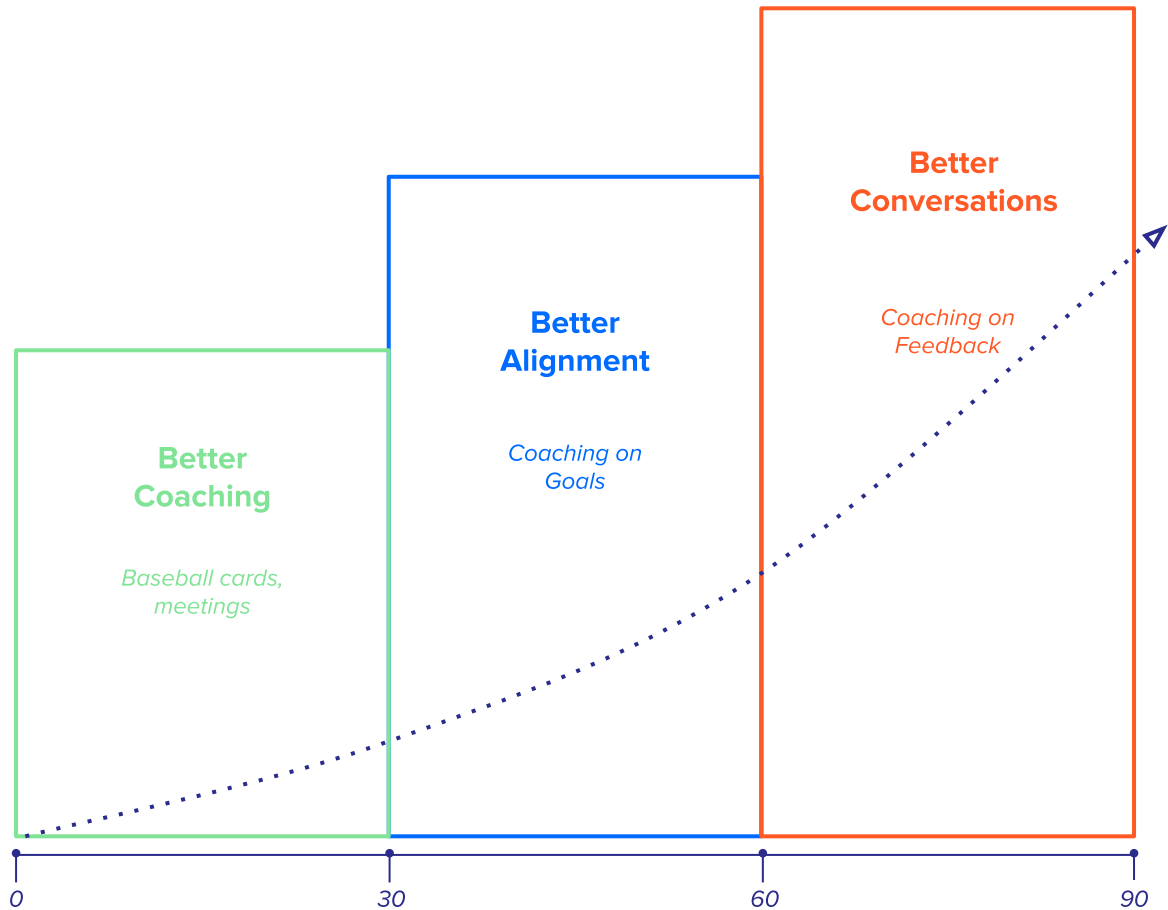


Give us 90 Days

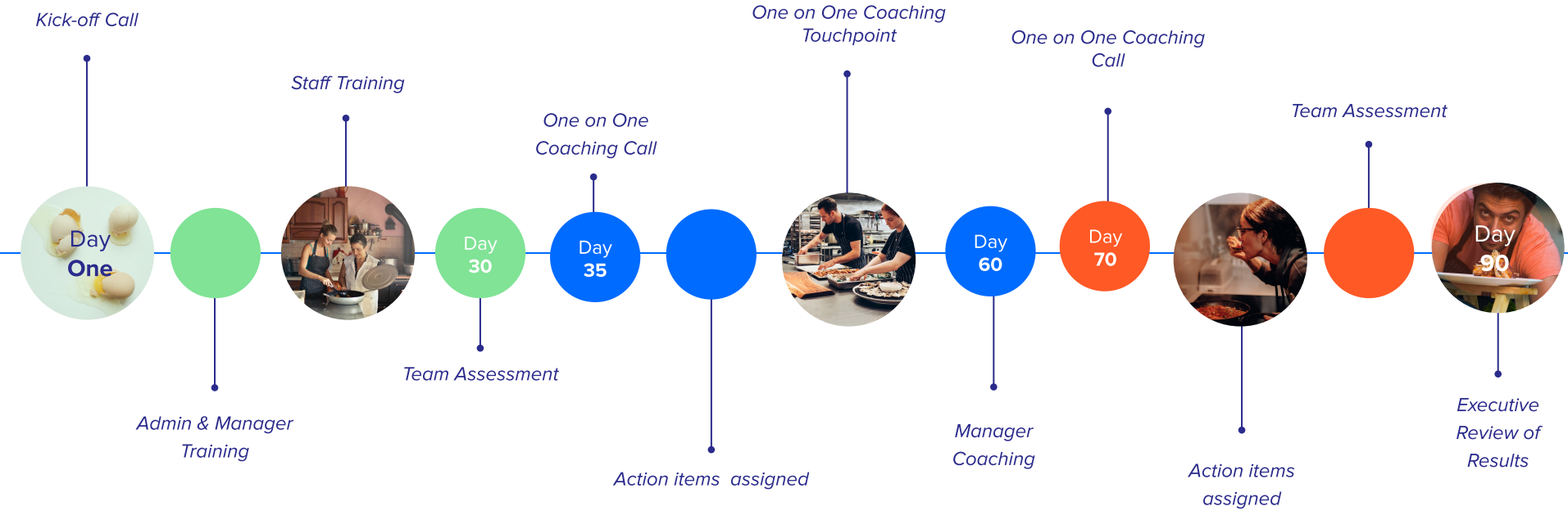
We guarantee you will see growth and engagement on your teams in the first 90-days or we'll refund all your fees.



- Hands-on training
- Team assessments
- One on one coaching
- Detailed action items to follow
- Unlimited chat, email and video support
- Guaranteed results

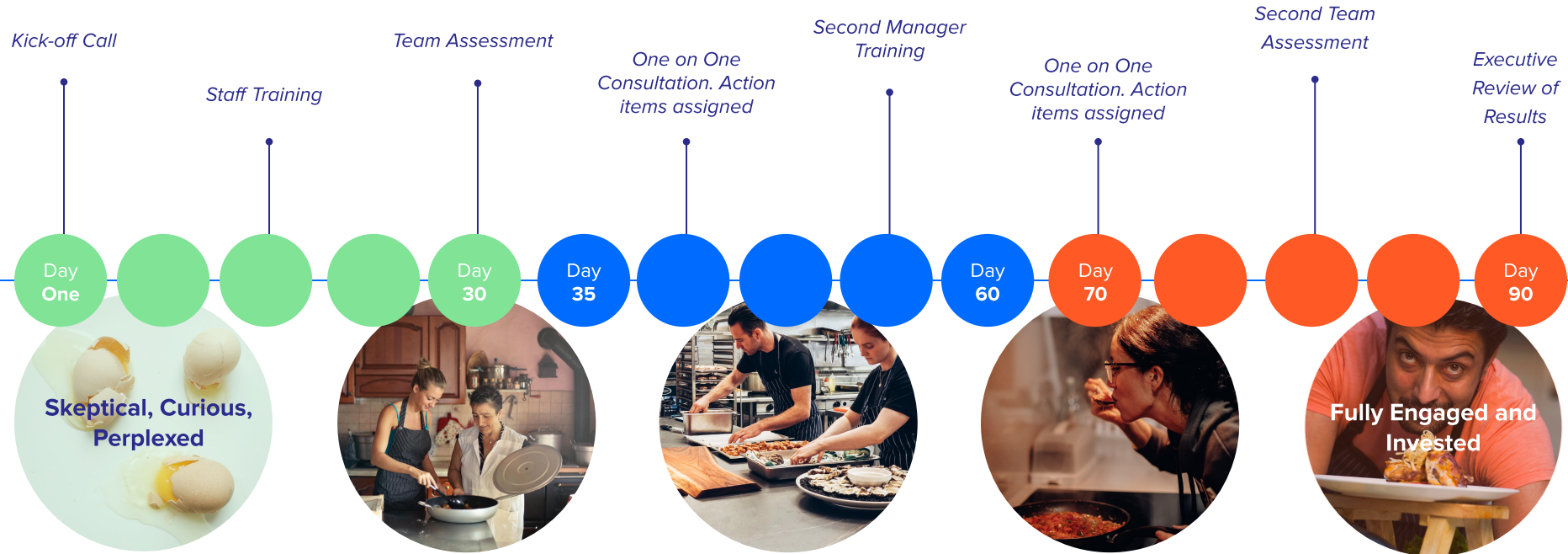


90-day Timeline



Your path to growing & engaged teams

Here is where we're headed



Your path to growing & engaged teams

Traditional Reviews

- Annual
- Recap of the past
- Numerical ratings
- Tied to compensation

The New World of Work

- Quarterly & On-going
- Forward facing
- Written reflections
- Tied to development