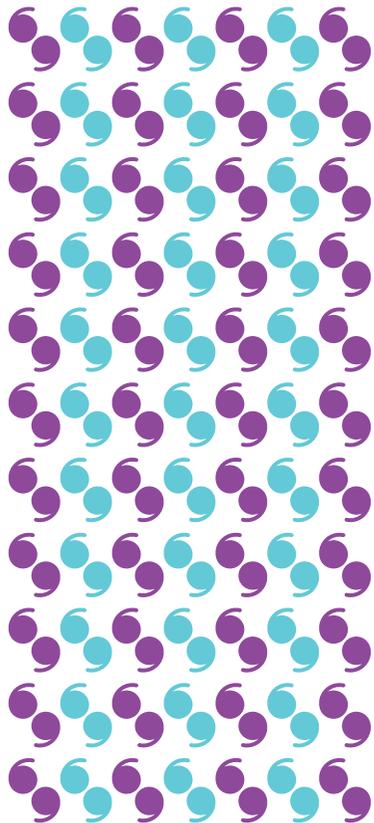


## The High Level

Improve employee engagement by providing team leaders with tools to drive **better relationships**, spark lasting **behavior change**, and access **real-time insights**.



## Actionable Conversations work through a simple, three stage process.

### CONVERSATION.

**Teams grow stronger.**  
**Individuals work through real challenges.**  
**Leaders look good to their people.**

Team leaders use easy to follow conversation guides; guides that use one concept from a popular business book as a lens to drive meaningful one-hour conversations around current business issues. Structured as 5-minutes of content learning, 45-minutes of application discussion, and 10-minutes of reflection and commitment, each conversation module is designed to be immediately applicable for the individuals participating.



### ACTION.

**Measurable behavior change.**  
**Enhanced accountability. Coaching tools for the time-starved leader.**

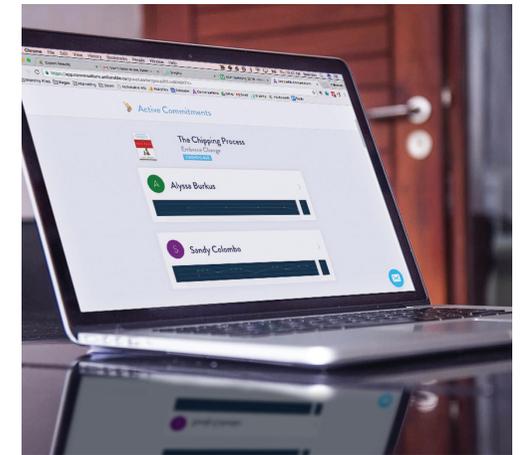
We know that conversations by themselves aren't enough. Each participant enters a "behavior change commitment" into the Actionable Platform. Leveraging the latest thinking around neuroscience and behavior change, the platform coaches those team members on how to make a commitment that they're most likely to act on ... and we're seeing a 75% adoption rate as a result.

Over the course of a month, those individuals measure their progress via text message or email, plus support each other through accountability check ins. Of equal importance, the platform intelligently guides the time-starved leader to the most impactful coaching conversations they can be having with their team members, enabling them to have more meaningful and time-efficient coaching conversations.

### INSIGHT.

**Leading indicators of employee engagement on a daily basis. Intelligently structured to be immediately applicable.**

Through the daily stream of data around individual commitment objectives (and how they're progressing), the Actionable Platform provides organisational leaders with insight into people metrics, including: flight risk potentials, leadership development candidates, leader influence and beyond.



**What makes Actionable unique is that all of this happens in a little over an hour a month.**

Through the Actionable methodology, we're able to provide the 3-hit combo of: 1) Individuals developing themselves and feeling more connected to their peers; 2) Leaders looking and feeling like rockstars to their people; and 3) The organization gaining a treasure trove of data that allows them to make more strategic decisions from a people standpoint.