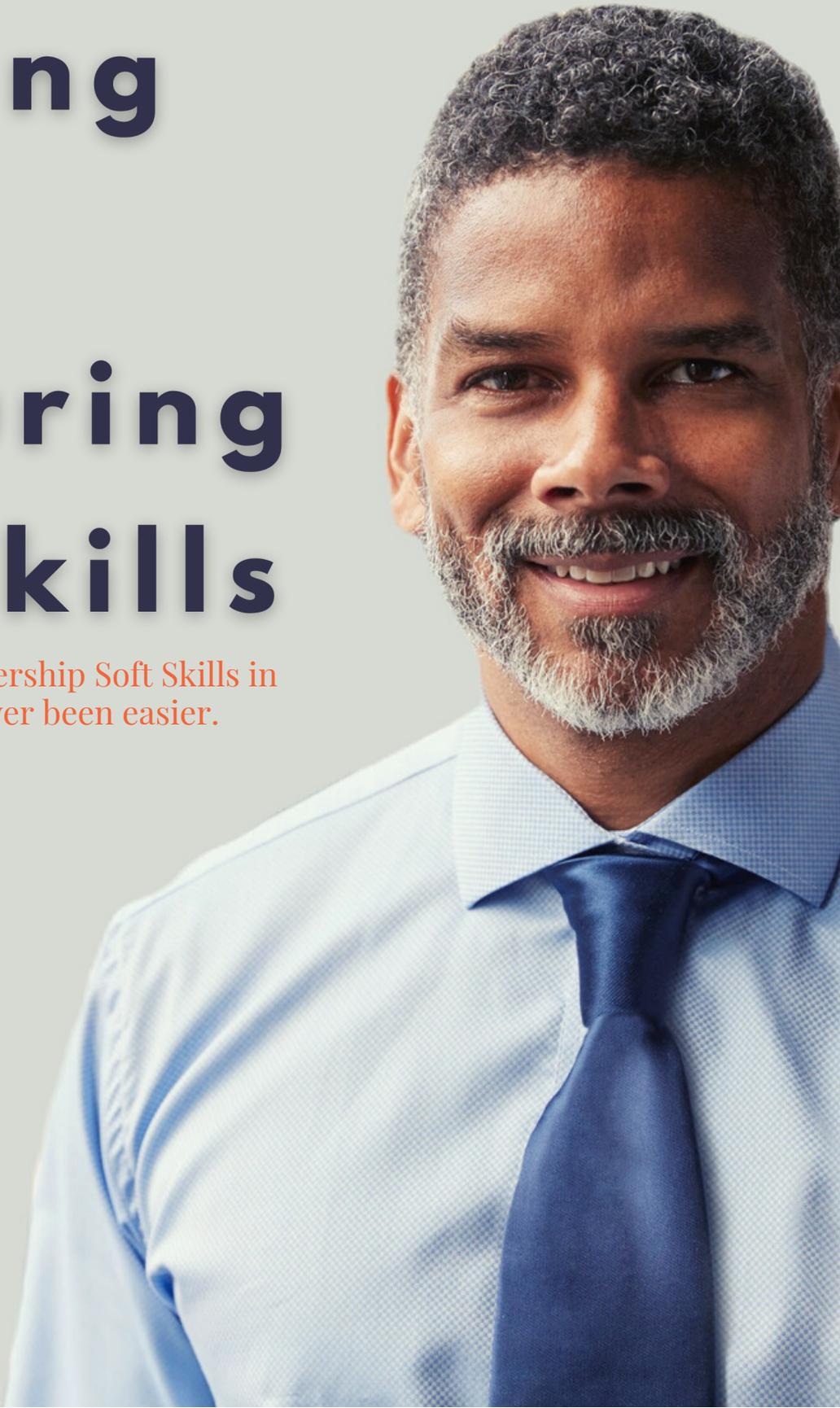


# Growing & Measuring Soft Skills

Objectively Improving Leadership Soft Skills in  
the flow of work has never been easier.



## qChange: Measuring What Matters Most



Akiko Wantenabe is a mid-level leader at a national finance firm who wants to develop, but struggles to find the time. In her last 360-review, Akiko's team gave her feedback that she tends to "ramble" in meetings. Previously, Akiko would throw the results in her draw knowing nothing would improve. This time Akiko wanted a different outcome that really mattered. She searched for an easy and impactful solution.

Within Microsoft Teams, Akiko found and installed the qChange Leadership Experience (qLX), and invited her Boosters (team, manager, and peers) to help her grow. The qLX solution identifies which meetings are the best for her to practice being more succinct and direct (one of 45 soft skill areas in qLX), and sends her just-in-time nudges prior to those meetings. After the meeting, Akiko receives real-time feedback from her Boosters. At the end of the week, Akiko receives her own personal qChange Leadership Score that helps her understand how she is improving as a leader.

After four weeks of feedback and practice, Akiko's data revealed that she was more succinct and direct in meetings. Akiko is pleased with her growth and decides to continue her leadership journey by selecting another leadership area to improve on.

## SCALEABLE LEADERSHIP DEVELOPMENT FOR ALL

Leaders and teams are often stretched thin and pulled in multiple directions, making professional development less of a priority. When it comes to taking advantage of professional development opportunities, we have all heard lines like "I would love to, but it would take me away from my job," or "it sounds great, but there isn't much of an impact." These thoughts indeed apply to traditional leadership development as we know it. In addition, research suggests that 75% of learning retention occurs through experience, with only 10% in a traditional classroom setting. The qChange Leadership Experience (qLX) addresses this with a high-impact, low-friction development tool that engages with leaders and teams where it matters most, in context, in meetings, every day.

### LEARN MORE ABOUT US:

To jumpstart development, email qChange at [info@qchange.com](mailto:info@qchange.com).