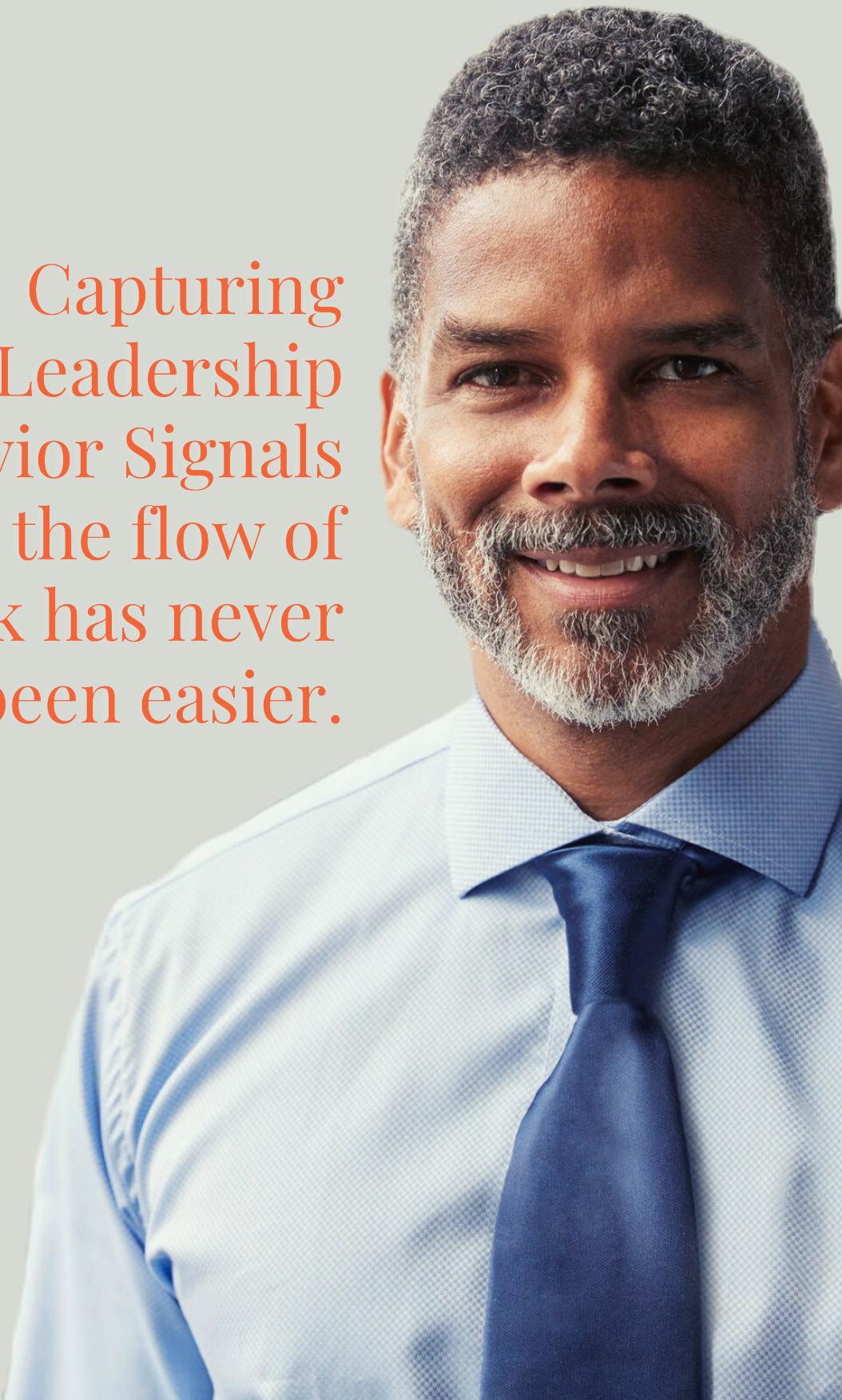


Leadership Signals at Scale

Capturing
Leadership
Behavior Signals
in the flow of
work has never
been easier.



qChange: Meeting Leaders Where They Show Up



HIGH IMPACT, LOW FRICTION LEADERSHIP DEVELOPMENT

Leaders and teams are often stretched thin and pulled in multiple directions, making professional development appear 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 assessments indeed apply to traditional leadership development as we know it. Research on learning suggests that 75% of learning retention occurs through experience, with only 10% happening in a traditional classroom setting. The qChange Leadership Experience (qlX), on the other hand, is a high-impact, low friction development tool that engages with leaders and teams where it matters most: in meetings.

Akiko Wantenabe is a mid-level executive at a national finance firm who wants to grow, but struggles to find the time to develop. In her last 360-review, Akiko's team gave her feedback that she tends to "ramble" in meetings. Knowing that time is limited, and that previous learning didn't stick, Akiko searched for an easy and impactful solution.

Within Microsoft Teams, Akiko found and installed qlX and invited her 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, and sends her just-in-time nudges prior to those meetings. After the meeting, Akiko receives real-time feedback from her team. At the end of the week, Akiko receives her own personal qChange Leadership Score that visualizes how she is improving as a leader and is positively impacting her team.

After four weeks, Akiko was more succinct and direct in meetings. Not only was the feedback in the qChange system more positive, but she was leading more focused and engaged meetings. Akiko is happy with these developments and decides to continue her leadership journey by selecting another leadership area to improve on.

LEARN MORE ABOUT US:

To jumpstart development, email qChange at info@qchange.com.