

qChange Pilot Program

Status Quo:

The world of work has never been more complex (hybrid, remote, in-person), increasing the need for high performing leaders, managers, and teams. The cost of poor leadership in organizations is staggering, as research has found that, on average, a poor leader is estimated to cost companies over \$126,000, due to lack of engagement and turnover. The number one reason employees leave is due to a poor relationship/respect for their boss. Unfortunately, these poor leaders don't realize how they are showing up, as studies have found that 85-90% of leaders think they are better than they are. Leaders need help. They need help being better bosses, and help understanding how they are showing up to others.

Currently, this problem is addressed with either traditional and/or expensive methods. Despite a tremendous amount of evidence, traditional methods of learning (e.g., classroom, e-learning or coaching) results in minimal long-term success (10% retention), compared to learning by experiencing and doing (75% retention). By learning out of context, leaders forget to practice what organizations see as desirable leader traits, thus wasting leadership development spend.

Why qChange?:

Given these challenges and how difficult it can be to improve leadership and culture, qChange was created to make business better, by building better leaders, meeting after meeting. qChange's Leader Experience solution (qLX) specifically addresses the problems stated above. It helps leaders understand what they are doing wrong (and right), and it develops leaders by doing and learning (as Ben Franklin said... Tell me and I forget, teach me and I may remember, involve me and I learn). It installs in minutes, operates in the flow of the day, and provides AI driven coaching, feedback, and gratitude opportunities for leaders and teams. qLX prompts before a meeting, provides opportunities for team feedback and leader gratitude, measures leader behaviors, and provides development to leaders, all within the context of the meeting. qChange identifies the best meetings for nudging and feedback requests and limit to 2 per day. Additionally, we've provided a one-click option for the leader to request written feedback and provide gratitude to their team, making this part of the process available for high impact.

The Benefits of qChange Include:

- Increase value of leadership development spend: qChange extends the value of traditional leadership development by taking what leaders learn and bring it to life in the flow of their day.
- Increase engagement: Providing leaders and teams opportunities to create cycles of gratitude strengthens psychological safety and increases engagement.
- Better meetings: Using qLX will help leaders and teams be more mindful in and around meetings creating a healthier culture of feedback.

Pilot Program Offer



Note: Contract is a pre-negotiated with set terms fees/costs

*Pilot Cost: \$5,000 for time and material + \$3,550 towards 10 3-month licenses

qChange Pilot Milestones

Initial Planning (Week 0)

qChange collaborates with your HR team (or appropriate team) to assist with launch

Modify and Adjust (Weeks 1-2)

Pilot begins when 70% of Influencers have been onboarded

We track appropriate metrics

You communicate any issues, and we modify and adjust as appropriate

Analysis and Review (Weeks 3-4)

We reconvene to confirm the benefit of our solution to your business

If you do not see a benefit in qChange Leader Experience, we both simply walk away. If you do see that we've met agreed upon metrics, then you continue to use qChange.

Ongoing Usage (Week 5)

Finalize qChange pilot program and report overall analytics

Discuss plans to further rollout qChange to additional leaders and teams

Contract is signed and we move forward with a larger rollout.