

Let leaders lead.

Empower your managers and
build thriving teams.



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Quantum Workplace



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HR can't do it all

- > Overstretched
- > Disconnected data
- > Struggling to scale

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- Unclear performance expectations
- Lack of training & development
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Opportunity:

When HR empowers managers, teams thrive

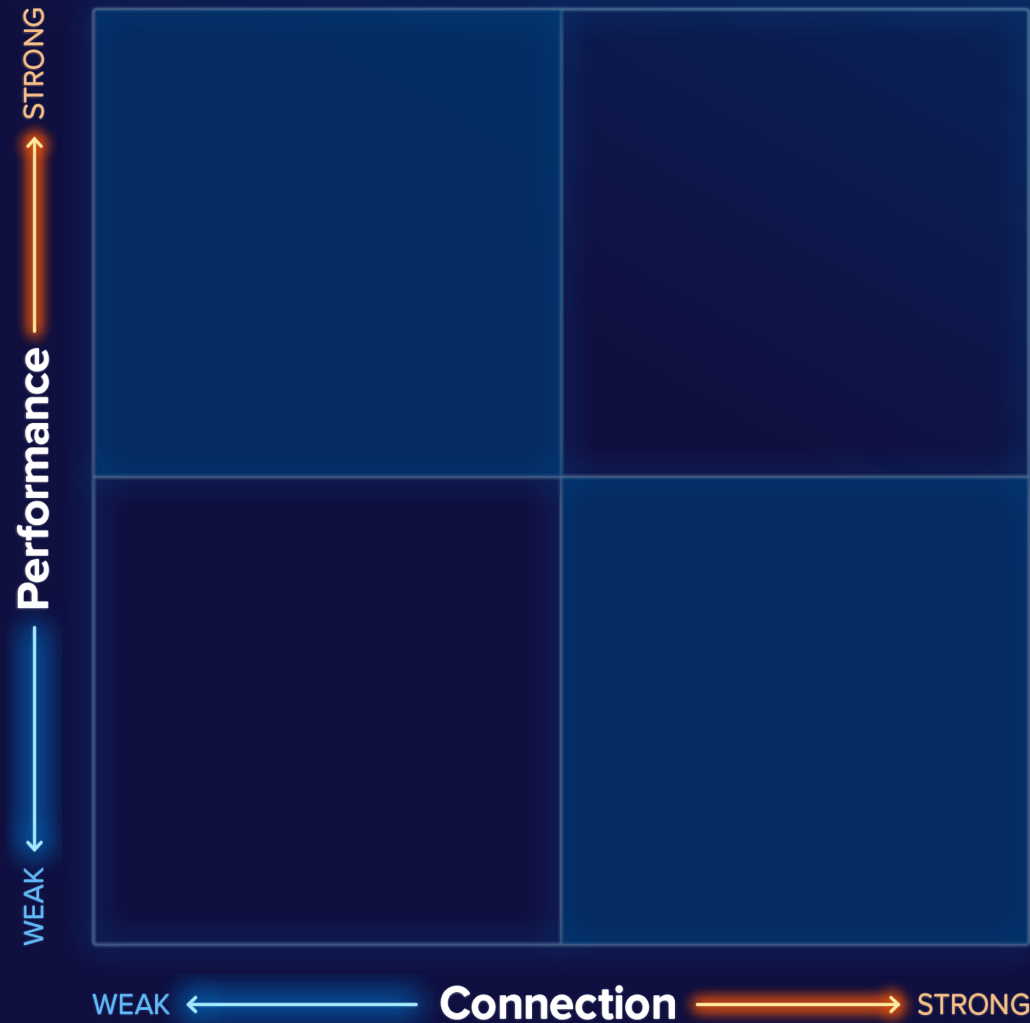
Strong connection drives retention.



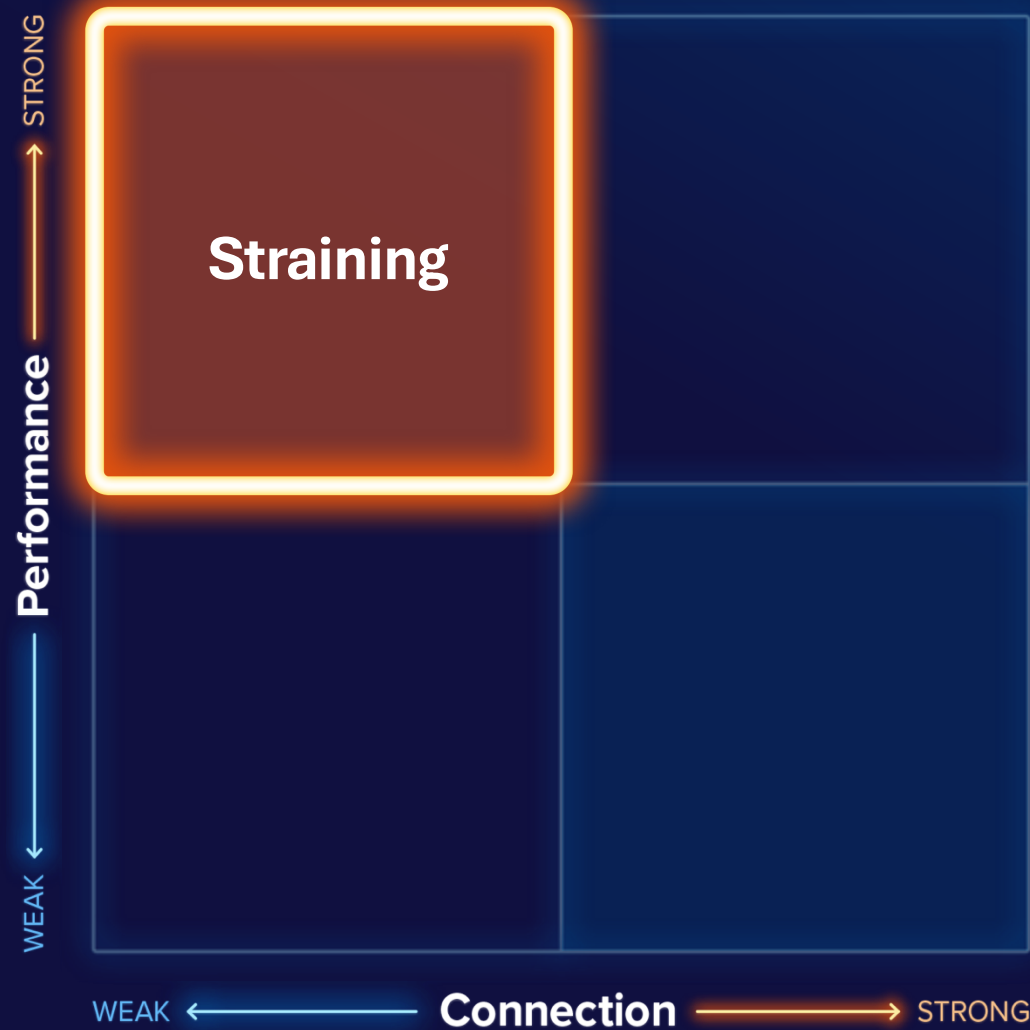
Strong performance drives results.

WEAK ← **Performance** → STRONG
(individual, team, organizational achievement)

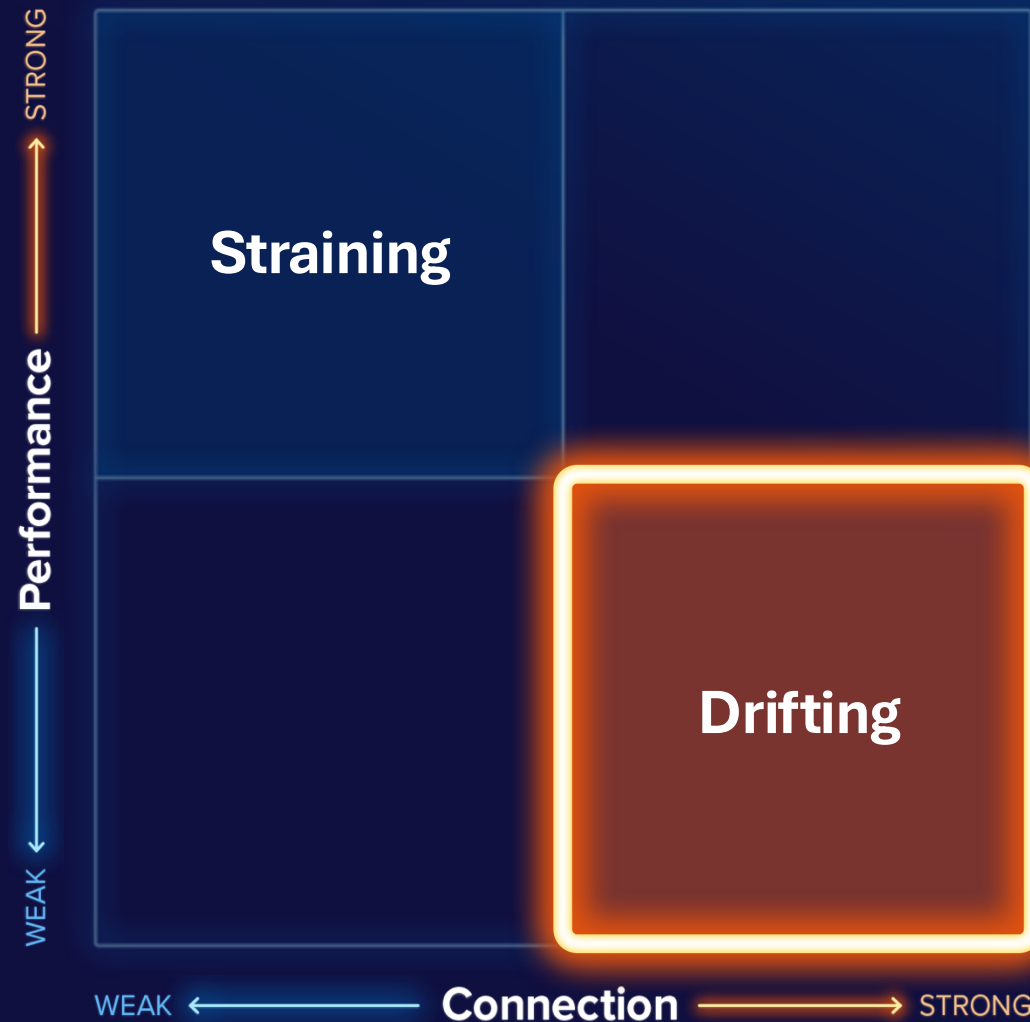
Every team lives somewhere on this grid.



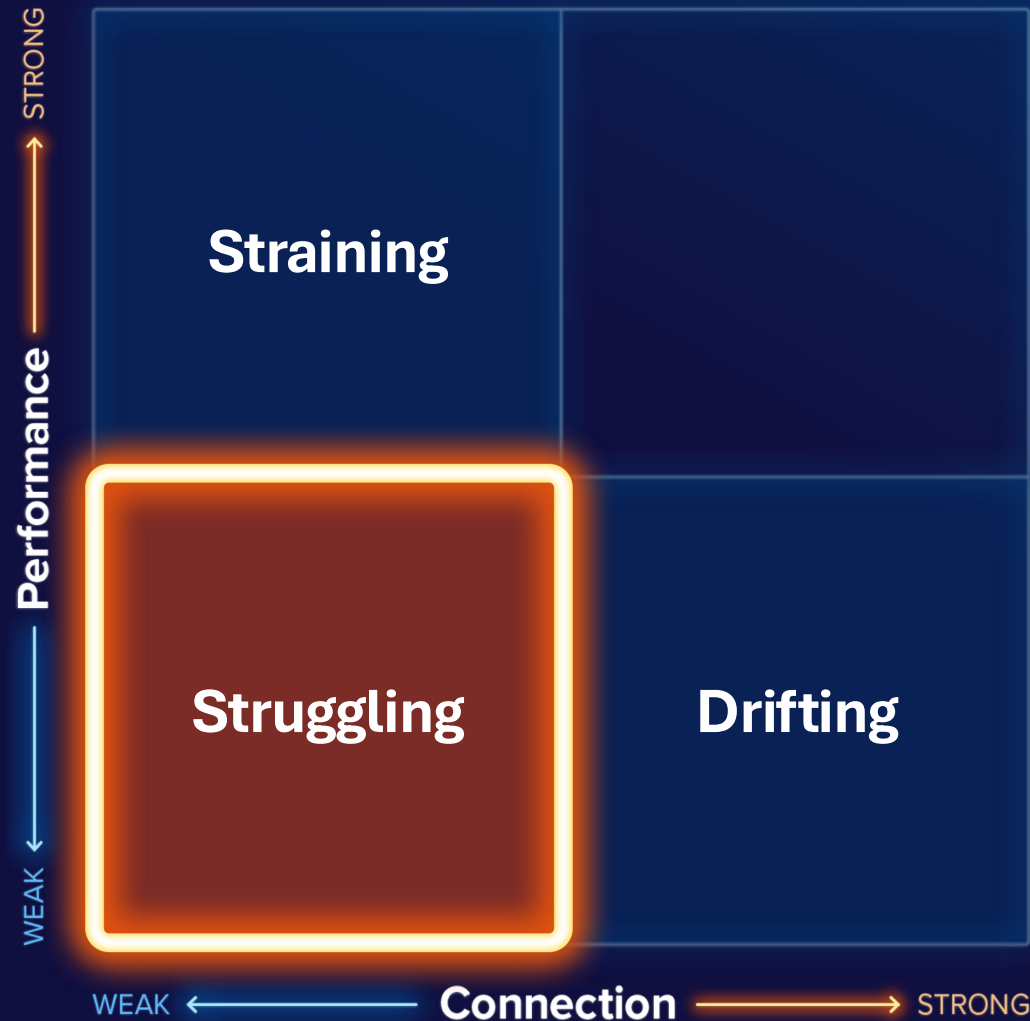
Performance without connection = burnout.



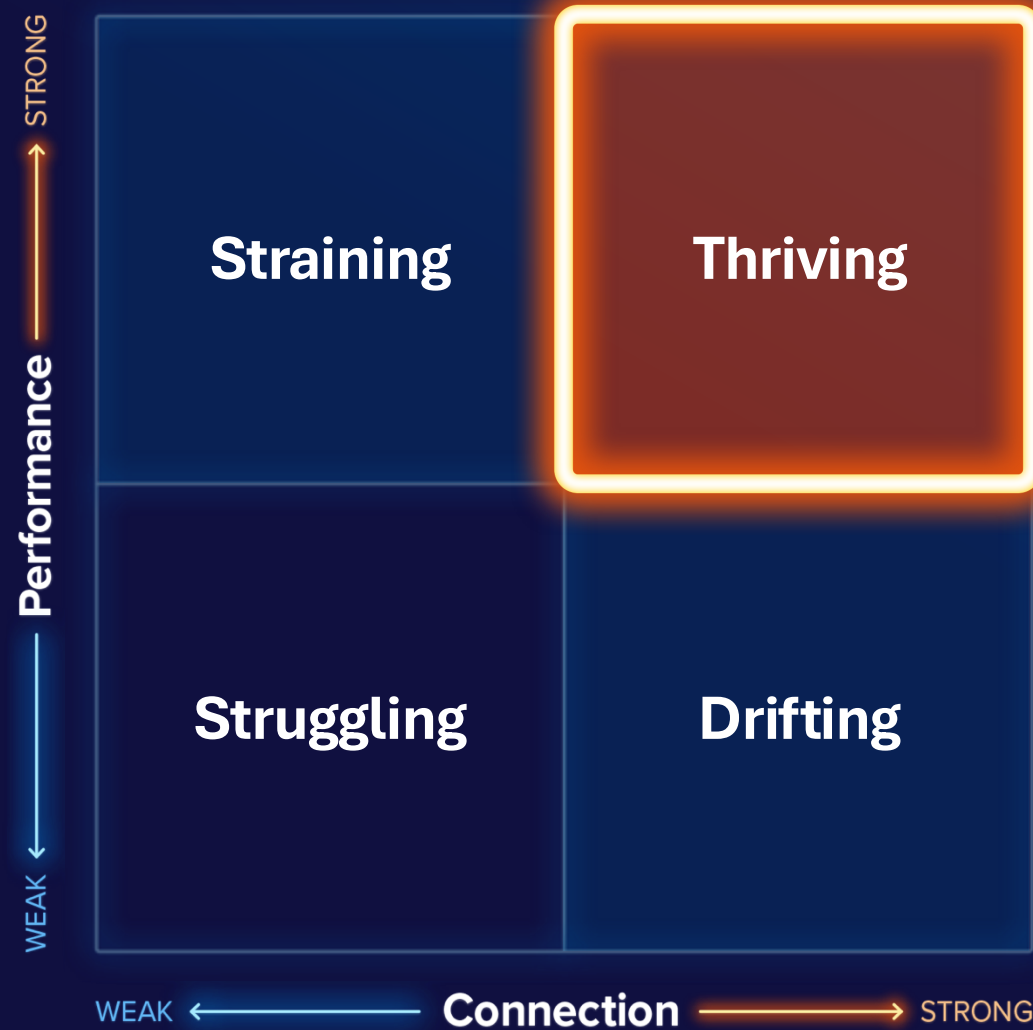
Connection without performance = complacency.



Lacking performance & connection = talent churn + weak results



Thriving = strong retention + strong results





Brilliant engineers.

**Struggling
people leaders.**



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× Growth outpaced leadership capacity



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- × Growth outpaced leadership capacity
- × Managers promoted for technical skills



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- × Growth outpaced leadership capacity
- × Managers promoted for technical skills
- × Turnover impacted client work and culture



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We needed to
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> New CEO focus: expansion to continuity



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- > New CEO focus: expansion to continuity
- > Leadership readiness a business priority



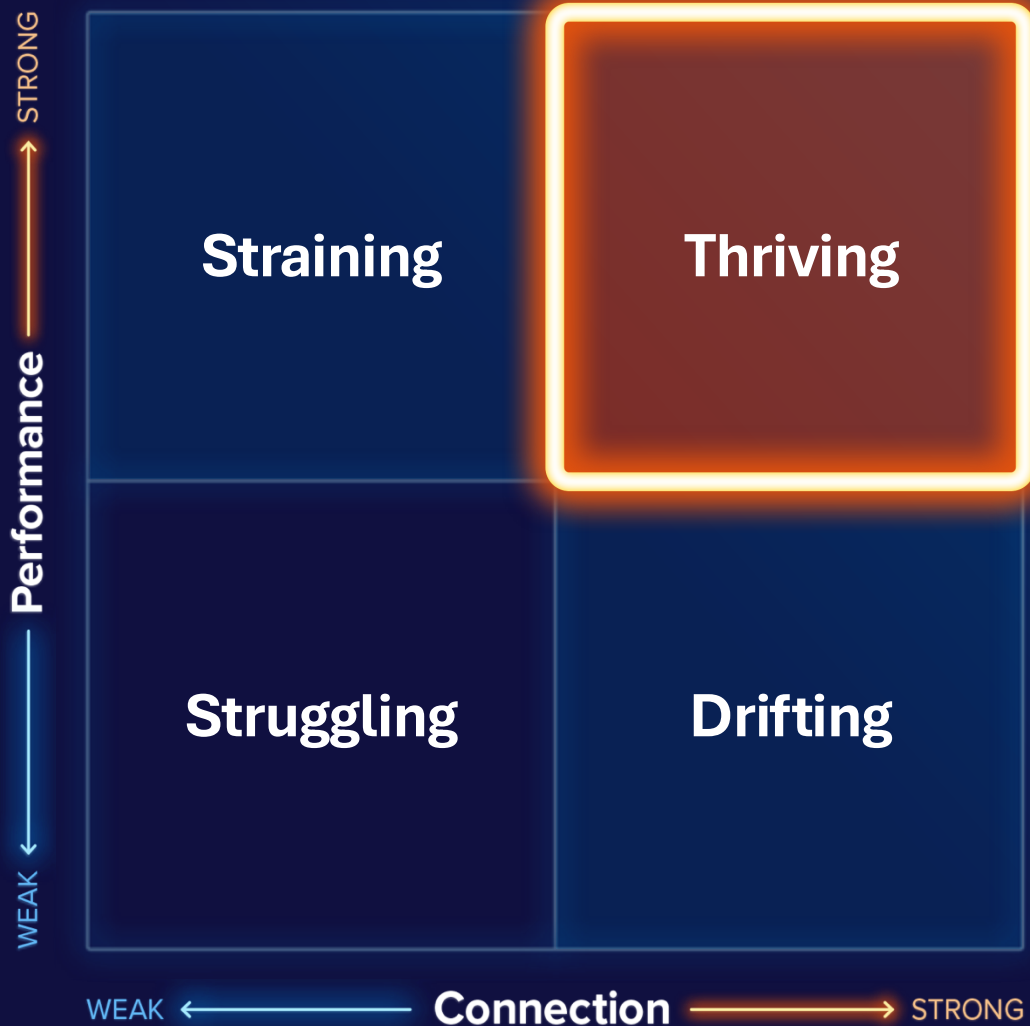
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- New CEO focus: expansion to continuity
- Leadership readiness a business priority
- HR key driver of enablement
- Managers equipped with insight to act on




Conditions for thriving teams

- > Aligned
- > Empowered
- > Growing
- > Valued

Aligned



Teams thrive when:

- Managers have clarity & context
 - They understand strategy & priorities
 - It's meaningfully translated to teams
- 

Employees are

3.3X

more likely to be
engaged when
goals align with
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- Cascading goals
 - Talking points
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- › Share the why
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Clarity creates focus.
Alignment creates momentum.

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Empowered

Teams thrive when:

- Employees have a voice
- Managers can clear roadblocks
- Feedback drives changes
- Autonomy meets accountability

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- Listening (without action)
- Top-down change management

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- › Give teams simple action frameworks
- › Involve managers early in change

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Give managers room to lead *with* accountability for their results

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Growing



Teams thrive when:

- Growth is personal
- Managers invest in people
- Growth creates impact today *and* future readiness

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- Learning resources and courses
 - Annual developmental goals
 - Checkbox conversations
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Where to shift:

- Personalized, visible growth plans
 - Continuous conversations
 - Learning in the flow of work
 - Coach for today *and* tomorrow
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**Growth drives loyalty today
and performance tomorrow.**



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Valued

Teams thrive when:

- Recognition is timely & personal
- Pay feels fair & transparent
- Top performance is celebrated
- Rewards connect to results

Top Reasons Employees Leave

#1

Lack of career growth

#2

Lack of fair pay

#3

Lack of recognition

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- Generic praise

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- › Equip managers to discuss pay
- › Make peer recognition routine

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**People who don't feel valued leave.
People who feel valued out-perform.**

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Turning leadership into a capability

Aligned

managers trained on
clear frameworks

Empowered

real-time, team-level
insights & action plans

Growing

skill building and
leadership pathways

Valued

transparency &
recognition



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6% **voluntary turnover rate**
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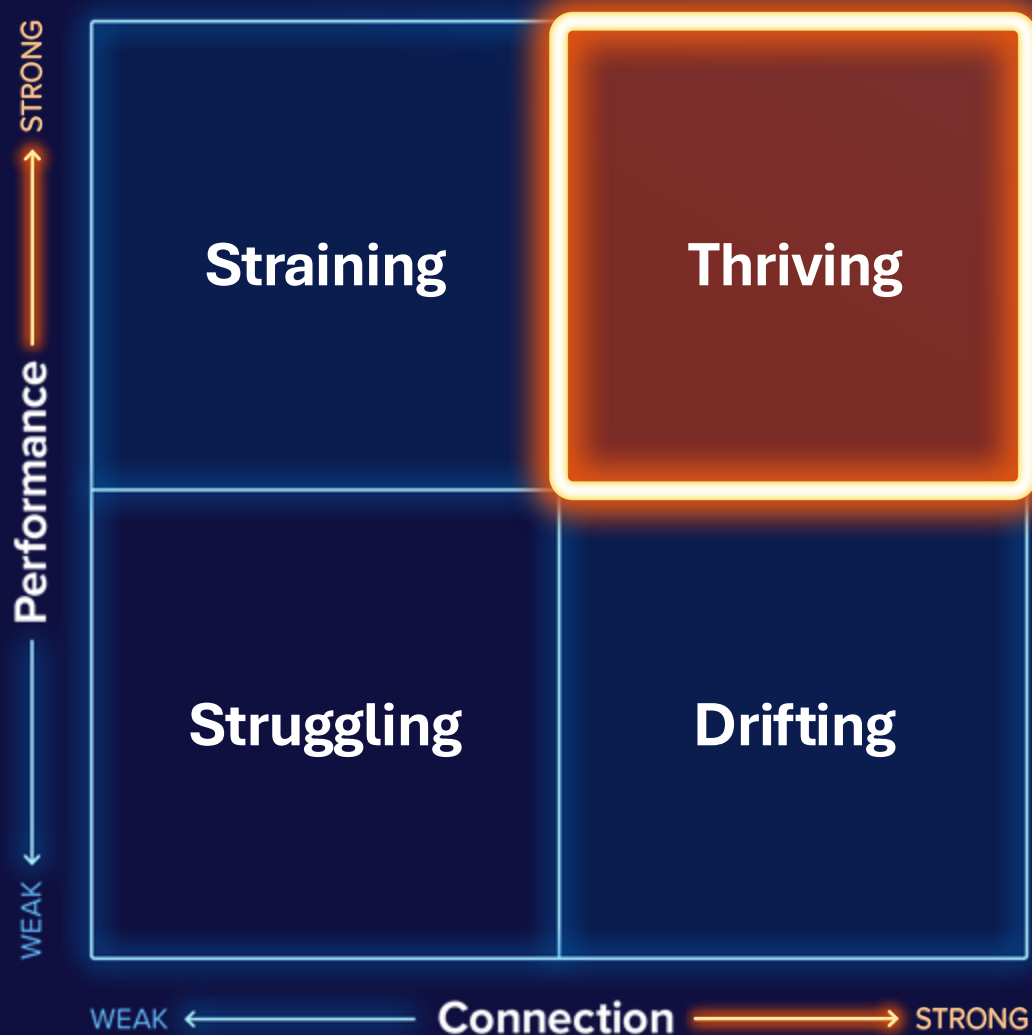
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Performance & Connection Improvements

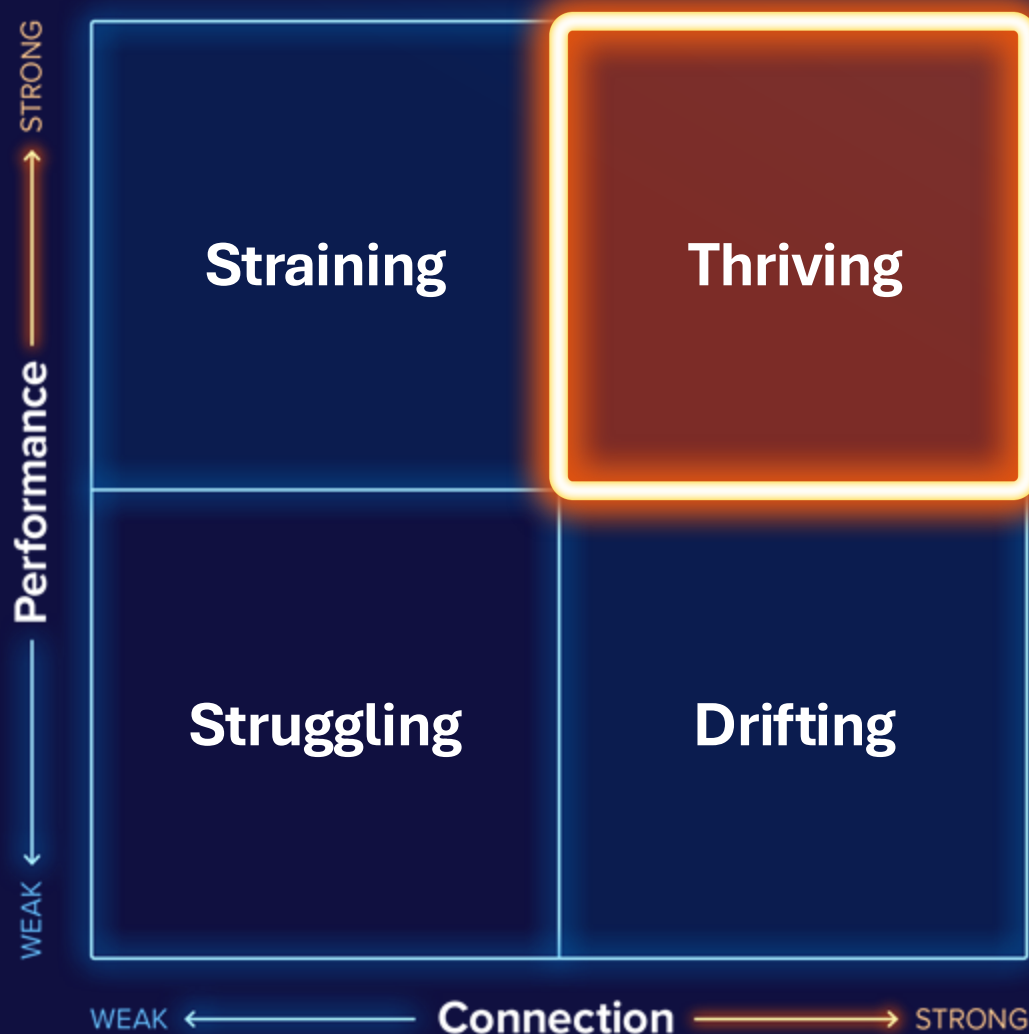
- Employees understand performance expectations + how performance is measured
- Managers providing more effective coaching
- Advancement opportunities are growing
- Teams better understand where the organization is headed
- More employees see how they fit in the future



Our managers aren't just managing anymore—they're developing the future leaders of our business.

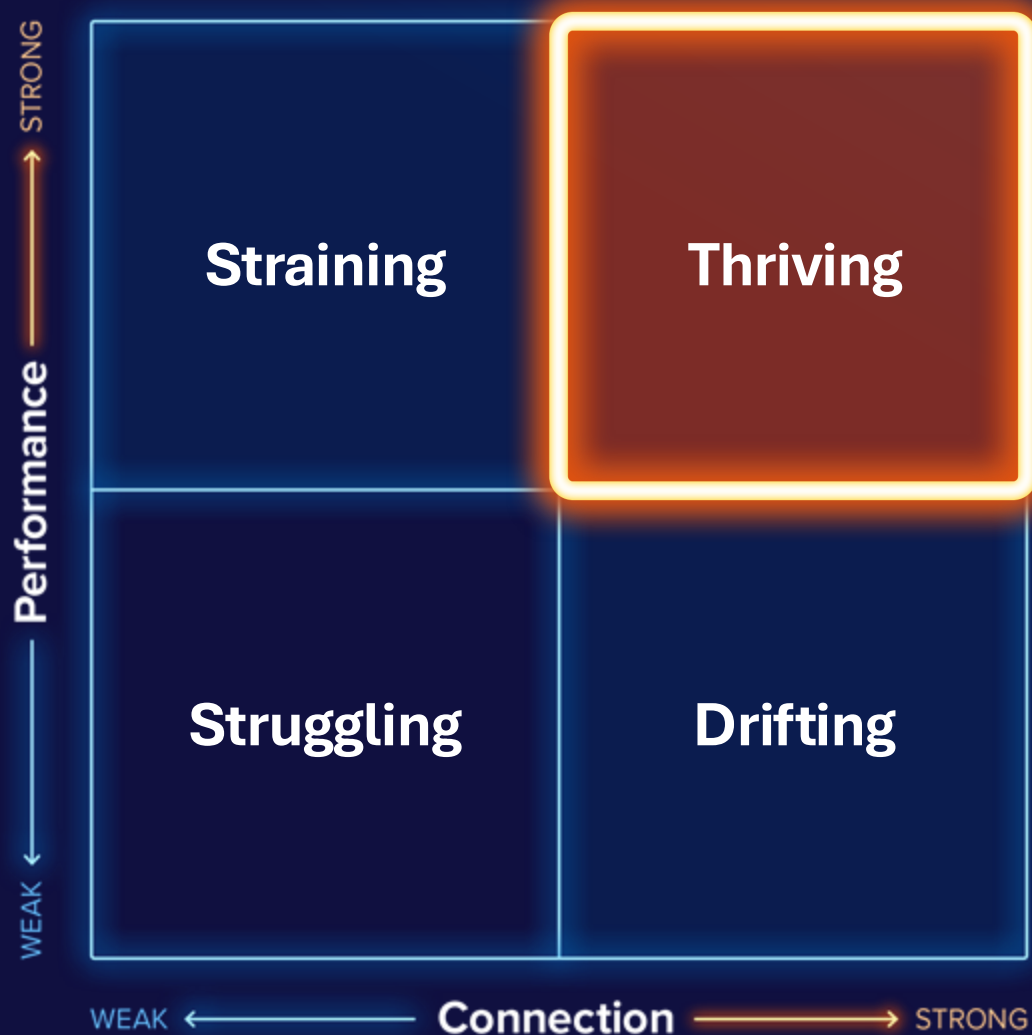


Thriving =
Strong Performance +
Strong Connection

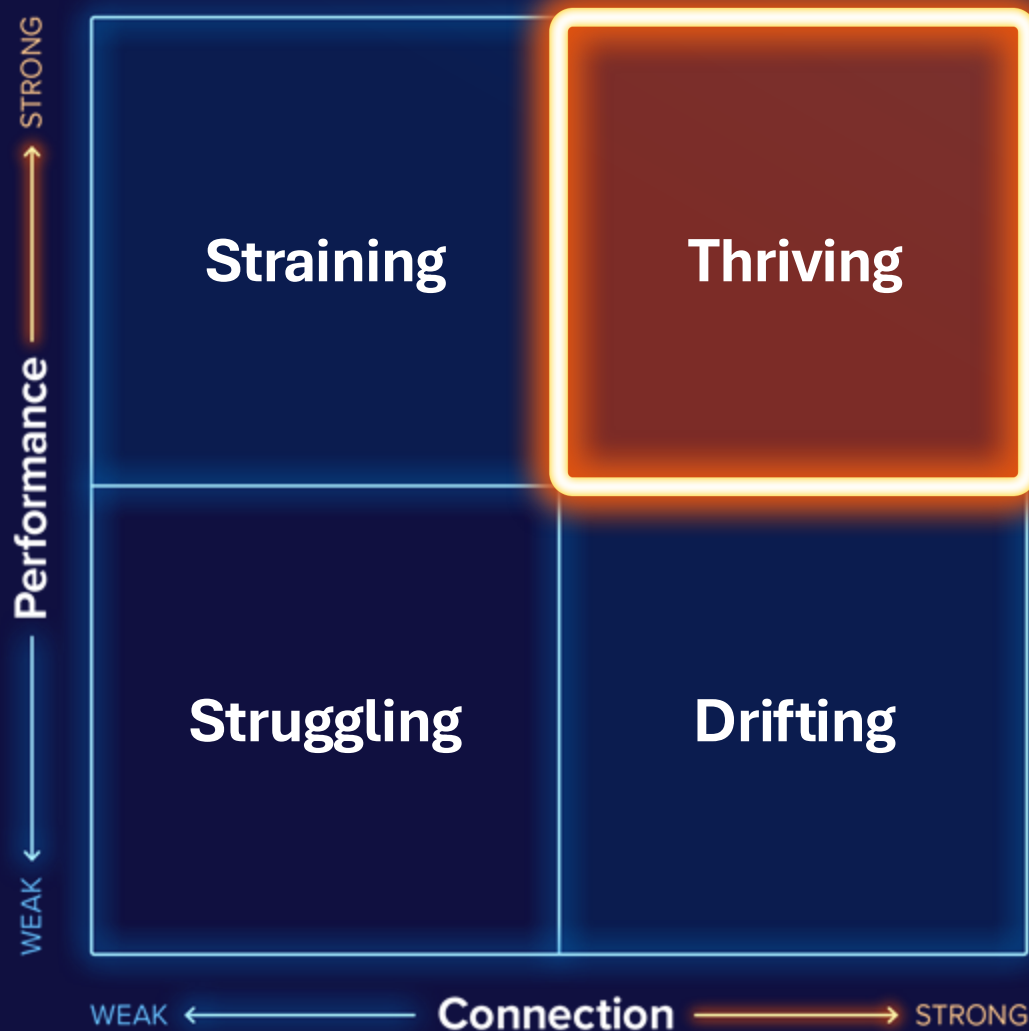


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**Thriving teams
drive retention
& results.**



**Light the
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leaders.**

Build thriving teams.

