Developing your Strategy:

Talent Empowerment

1. Become a Champion

Change requires a champion! Helping your people thrive at work and beyond is a crucial element for not only retaining your people, but ensuring a healthy, happy, and productive workforce. Use the below talking points— highlighting the five pillars of talent empowerment— to encourage your organization to make the shift from management to empowerment.

Personal & Professional Growth

Our minds and bodies are intricately connected, which is why employee benefits need to take a holistic approach to professional development by focusing on wellbeing and performance, not one or the other. **Empowerment starts with feeling good and functioning well!**

Ongoing Skill Development

The traditional workforce is evolving, so why aren't our org charts? Rather than boxing in employees to designated titles and departments, imagine helping them develop new skills in their chosen areas of interest. **Empowerment comes from the confidence and competence to contribute cross-departmentally.**

On-Demand Support

Some weeks we're on cloud nine, others we're five feet under. We don't all need support 24/7, but we do need the ability to access support 24/7. From wellbeing issues like avoiding burnout and working through depression to performance-critical skills like improving communication and leadership development, **empowerment comes from receiving the proper support when you need it, where you need it.**

Inclusive Work Environments

To understand how we can create a more inclusive workplace, we must first understand who we've excluded in the past. When people feel they don't belong, there are serious business consequences from poor work relationships and ineffective communication skills to high absenteeism and turnover. **Empowerment thrives in a culture rooted in community.**

Personalized Programs

How many people are genuinely benefiting from your one-size-fits-all programs? With historically low utilization rates, even amongst trending programs like meditation apps, the answer is very few. One-size-fits-one programs offering individualized growth while remaining economically viable for the organization is key to reducing turnover, absenteeism, and medical expenses for a company. **Empowerment starts with personalization.**

2. Set Your Baseline
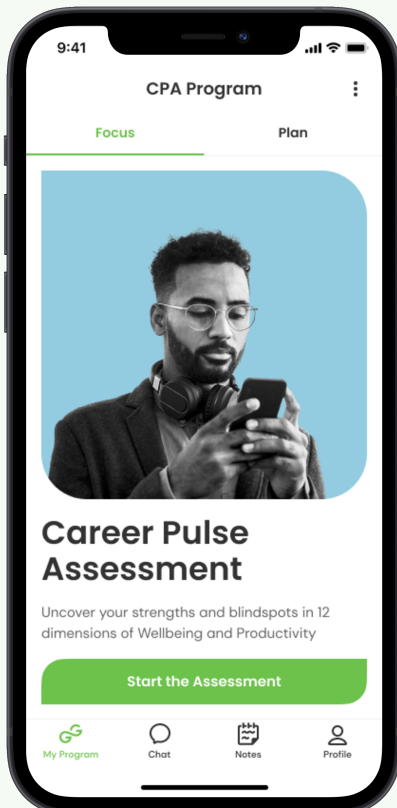
Start with an Employee Assessment

Empower people to drive their own development decisions by offering an assessment measuring wellbeing and performance potential. Individual results should provide insights into their strengths and areas for development while aggregated results should provide the organization a baseline to measure success.

Determine Focus Areas & Groups

Using your aggregated assessment results, determine what areas of empowerment you need to focus on. Is your organization at risk of widespread burnout or are your green managers struggling to tackle change management? With your people analytics in hand, determine your focus areas and start envisioning what you hope to achieve from your talent empowerment initiative with tangible KPIs.

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3. Launch & Measure Your Initiative

Determine Organizational Goals

Using insights from organizational leaders and assessment results, determine the core HR challenges your talent empowerment initiative needs to solve. For example, four increasingly common HR challenges include:

1. **Avoiding Burnout & Stress:** Move your people from zoomed out to dialed in by focusing on development topics like Balance & Wellbeing, Managing Complexity, and Pressure vs Stress.
2. **Developing Managers:** Most great leaders are made, not born. Offering personalized professional development programs allow green and established managers alike to develop new sets of behaviors instrumental in achieving desired levels of performance.
3. **Reducing Turnover:** Your people should be your greatest competitive advantage! By improving overall job satisfaction by building stronger work relationships, improving internal communication, and increasing engagement, retention can become an organizational strength.
4. **Change Management:** Work is an ever-changing environment. To not only survive but thrive, you need to develop an adaptable workforce so people embrace change with elastic-like energy, teams are resilient, and the company's performance skyrockets.

Evaluate Current Offerings

Empowerment doesn't come from adding one more tool to your arsenal of under-utilized programs. Before launching a new program, **evaluate your current offerings and benefits for utilization, effectiveness, and alignment with individual and organizational goals.**

- Can you enhance one to be more inclusive or personalized?
- Are there any you should cut to make room for a new initiative?

In making the shift from talent management to talent empowerment, remember to move from:

EAPs	$\longrightarrow$	Personal & Professional Growth
Learning Management Systems	$\longrightarrow$	Ongoing Skill Development
Workplace Hierarchies	$\longrightarrow$	Inclusive Work Environments
Group Trainings	$\longrightarrow$	Personalized Programs

Launch & Measure Your Initiative

With a firm grasp of your current needs and objectives, it's time to find your B2B partner. Talent empowerment is an emerging product category within employee benefits. Depending on your goals, ask your broker about benefits offering preventative or proactive mental health programs, company-wide professional coaching, or behavioral and mental health coaching platforms. And before making your final selection, compare available leadership dashboards and reporting capabilities including utilization metrics, employee progress, and member feedback.

LEGGUP

Talent Insurance

A Complete Talent Empowerment Solution Through Inclusive Professional Coaching

How It Works

Talent Insurance™ from LeggUP is an **integrated mental health and professional coaching platform** available to your entire workforce (2-250) as an inclusive employee benefit. For larger organizations, Talent Insurance can be offered to carve-out groups focusing on issues like preventing burnout, manager development, change management, and more.

1
Career Pulse Assessment
Every coaching engagement begins with our proprietary **Career Pulse Assessment**, designed to measure 12 dimensions of Productivity and Wellbeing. Aggregated results provide the organization a baseline to track KPIs and ROI.

2
Coach Matching & Planning
Intelligent coach matching technology matches your people to the top 3 coaches best-suited for them within our network. From here, members can select the coach of their liking and **personalize their program** by selecting from our 40 development topics.

3
Live 1-on-1 Coaching Sessions

All your employees receive at least 6 virtual professional coaching sessions per plan year, making coaching an **inclusive employee benefit** for the first time. And with full control over scheduling, it's **on-demand support** when they need it, where they need it. All our coaches are certified by the world's leading coaching associations. They bring numerous years of professional coaching and industry experience, including former co-founders and C-Suite executives.

4
Career Pulse Assessment
To conclude their coaching program, employees re-take our Assessment, measuring the success of their **ongoing skill development.**

5
Track & Measure Success
Organizational leaders will see real-time change in their People Analytics dashboard.

Mental Health Rider

For members who need additional mental health support, LeggUP provides an on-demand therapeutic service through AbilitiCBT, the fastest-growing mental health network in the US. Designed to help individuals better navigate the ever-changing demands and challenges both in the workplace and in life, AbilitiCBT blends self-paced education utilizing Cognitive Behavioral Therapy (CBT) with support and guidance from a licensed, experienced therapist.

Our Results

Productivity Results

63% Improvement in Setting Goals & Values

54% Improvement in Leading & Empowering

53% Improvement in Regulating Emotions

73% Improvement in Communication

39% Improvement in Building Trust

63% Improvement in Self-Reflection

Wellbeing Results

39% Improvement in Physical Health

73% Improvement in Emotional Health

66% Improvement in Avoiding Burnout

32% Improvement in Engagement

62% Improvement in Relationships

73% Improvement in Job Satisfaction

Results shown after 3-4 months of active utilization

Let's Chat!

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