Rediscovering Community Amidst Changing Economics and Corporate Values with "Connected Leadership"

My Journey …

saba vmware®

IBM TriNet Microsoft

hp SAP ORACLE®

Numly is disrupting the Employee Learning & Development Experience in companies with an Employee Coaching Network and Upskilling Platform for **Better Leaders + Better Teams.**
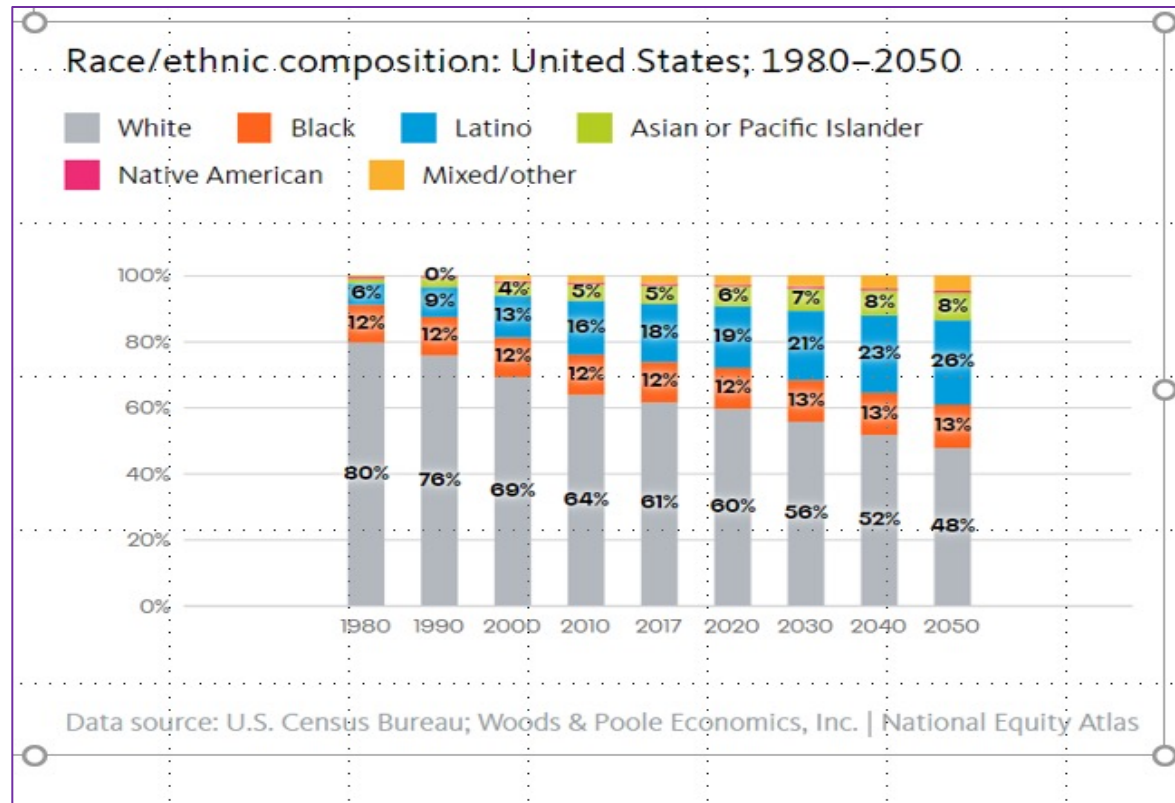
Madhukar Govindaraju
Founder & CEO
Numly, Inc.

Why does it matter ?

Why does it Matter?

The United States is undergoing a profound demographic transformation in which people of color are quickly becoming the majority. By 2045, people of color will be the majority. This requires corporations to quickly adapt to changing employee and customer expectations. Failing to do so could put you and your business at a major competitive disadvantage.

Race/ethnic composition: United States; 1980–2050

Legend: White, Black, Latino, Asian or Pacific Islander, Native American, Mixed/other

Data source: U.S. Census Bureau; Woods & Poole Economics, Inc. | National Equity Atlas

The face of our customers, colleagues / employees is changing.

The **DEIB Problem** is very Real

Inequity in American business by the numbers

Among all US-based companies with 100 or more employees, **Black people hold just**

3%
of executive or senior-level roles.[11]

Today, 1% or less of Fortune 500 CEOs are Black.

Black men, on average, earn

87%
of what the average White[12] male worker earns,[13] while **Black women** earn only

63%
of this same amount.[14]

Enrollment in American postsecondary institutions will climb

15%
from 2014 to 2025, with **larger proportional increases among minority students than white students**.[15] Yet, Black individuals with a college or advanced degree are

1.3x
more likely to be underemployed* than their White counterpoints.[16]

The work commutes of **Black individuals** are
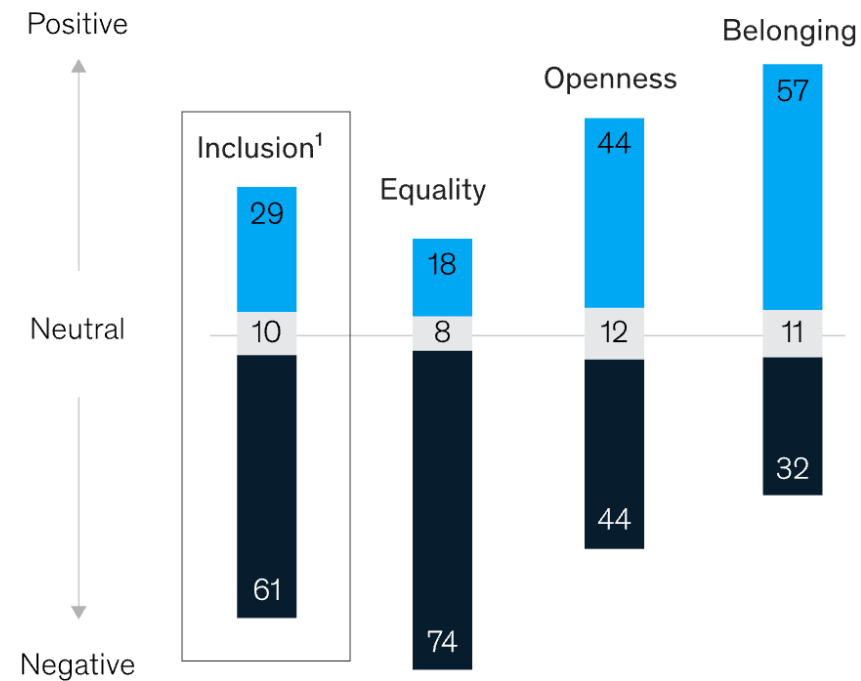
3.4x
longer than those of White workers.[17]

* i.e., their potential available time underutilized, whether through unemployment, involuntary part-time work, or marginal attachment to the labor force.

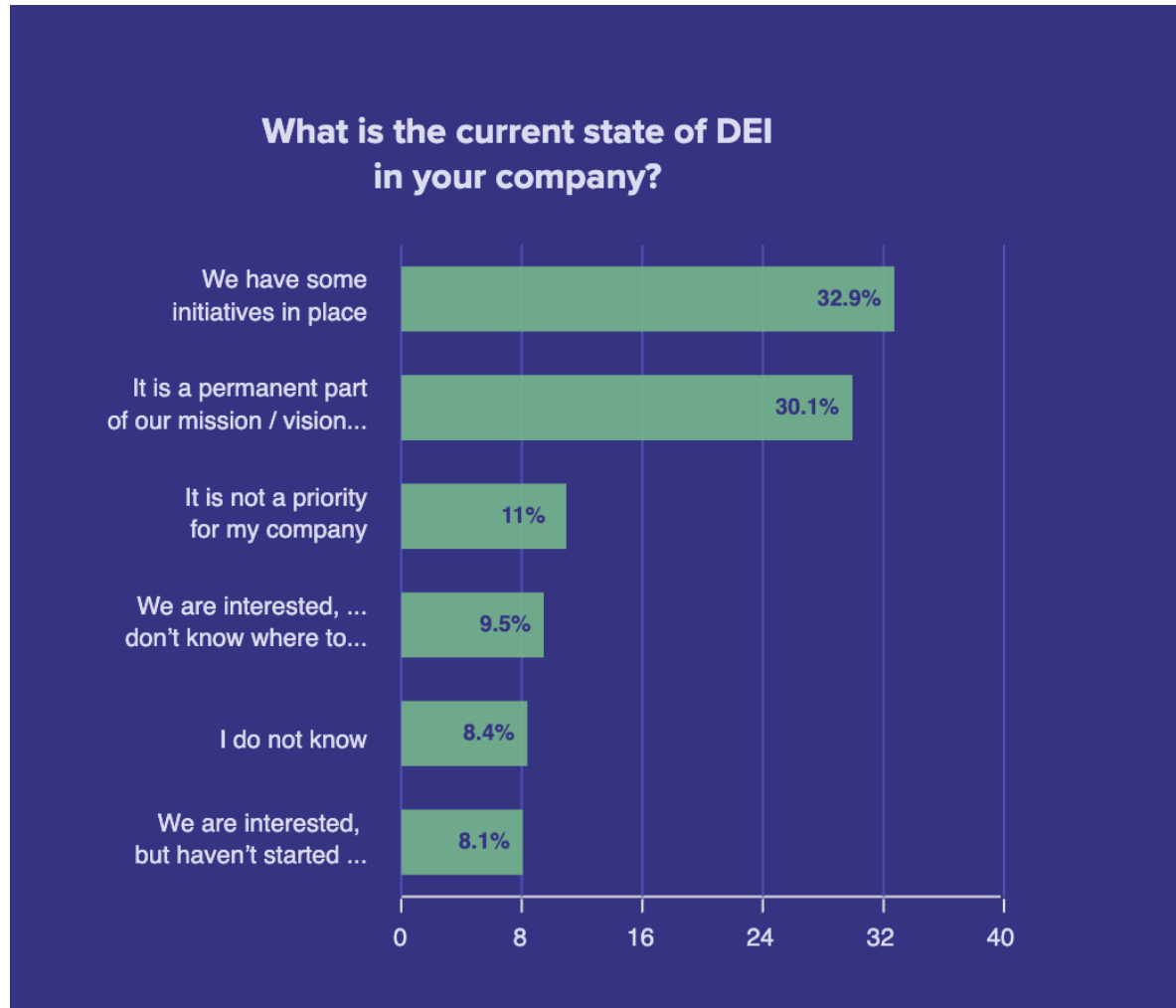Source: Deloitte's 2021 Report on Equity

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Overall Sentiment on **DEIB** is **Markedly Negative**
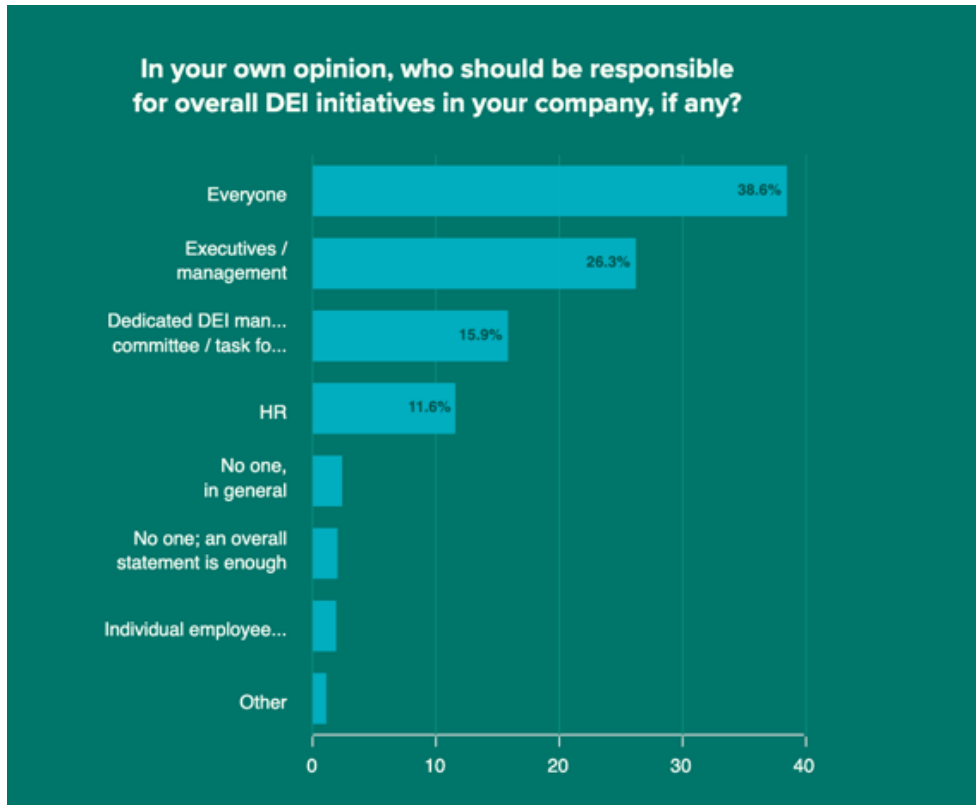

Source: Deloitte's 2021 Report on Equity

People Agree It's a Priority, But Few Have the Know-How

What is the current state of DEI in your company?

We have some initiatives in place	32.9%
It is a permanent part of our mission / vision...	30.1%
It is not a priority for my company	11%
We are interested, ... don't know where to...	9.5%
I do not know	8.4%
We are interested, but haven't started ...	8.1%

Ultimately, DEIB is about Employee Engagement and Employee Experience. Not just ... Improving Gender Pay Inequity or Diversity Hiring Metrics ...

Source: Workable DE&I Workplace Survey

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Who "Owns" DEIB? Mismatched Accountability ...

In your own opinion, who should be responsible for overall DEI initiatives in your company, if any?

- Everyone — 38.6%
- Executives / management — 26.3%
- Dedicated DEI man... committee / task fo... — 15.9%
- HR — 11.6%
- No one, in general
- No one; an overall statement is enough
- Individual employee...
- Other

Who is tasked with executing on DEI initiatives in your company?

- HR — 23.9%
- Dedicated DEI man... committee / task fo... — 22.4%
- Executives / mana... — 18%
- No one specifically — it's a collective respo... — 13.5%
- Everyone — we all h... specific assigned targ... — 11.1%
- I don't know — 8.1%
- Individual employees — 3%

Source: Workable DE&I Workplace Survey

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Why Traditional DEIB Programs Fail?

51% prioritize DEIB due to "moral / legal obligation"

Lack of buy-in at the mid-management and senior-management level

63% consider DEIB a priority, but lack the know-how

Lack of diverse talent pool

Matter more to females than males, but leadership is still predominantly male (97% of women say DEIB is personally important, vs. 88% of men)

Only 10-12% of the company (people management) receive DEIB training

Typically a legal and compliance-driven activity to "check the box"

Analytics – HR needs to become more data-driven and get insights on employee demographics and their development journey

https://get.workable.com/dei-workplace-survey-report

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Diversity Doesn't Work Without Inclusion

"In the context of the workplace, diversity equals representation. Without inclusion, however—the critical connections that attract diverse talent, encourage their participation, foster innovation, and lead to business growth—won't happen."

PROBLEM

Lack of Critical Skills

Rapidly changing work environment has caused a lack of critical skills among employees

Stress and Burnout

Pandemic caused stress and burn-out hinders employees' career development and growth

Inefficient Learning Solutions

Existing learning solutions fail to achieve requisite employee engagement levels

#GreatResignation and the Opportunity Loss

Companies are losing out on the opportunity to harness existing knowledge and skills strength within employee set

Today's Leadership Challenge

Creating a workplace environment that invites the full spectrum of perspectives

Tailoring it for the hybrid workforce

Cultivating the leadership skills to lead, inspire, and foster inclusion

But few know *how*.

SOLUTION

Upskilling - Develop Critical Skills

Breaking down silos across the organization by competency management and coaching programs on identified skill gaps

Coaching Managers and their teams to develop critical skills via Structured Coaching Pathways.

Employee Coaching and Networking

Streamlined and AI-enabled, Structured Coaching Conversations amongst employees and their organizations to scale a **Coaching Culture**.

Scalable Learning Solution

Coach, train and develop a skilled workforce anytime, anywhere, on any device

Employee Development, Employee Engagement and Retention

Organizations receive a integrated solution for development of employee skills via structured pathways and programs

ABOUT Numly, Inc.

numly

+51%

employee
productivity

56%

employee
engagement

+21%

leadership
engagement

Numly is an SaaS platform providing AI-enabled, Coaching Network and Upskilling Platform for critical skills that accelerates employee engagement, performance, and growth for Winning Teams

Leveraging **Learning content, Expert / Certified Coaches and built-in, AI-enabled, Coaching programs** tailored for all corporate functional groups such as Sales, Customer Success, R&D/Engineering, Women Leaders, New-hires, New Managers, etc.

Start with People Managers …Being **Human at Work**
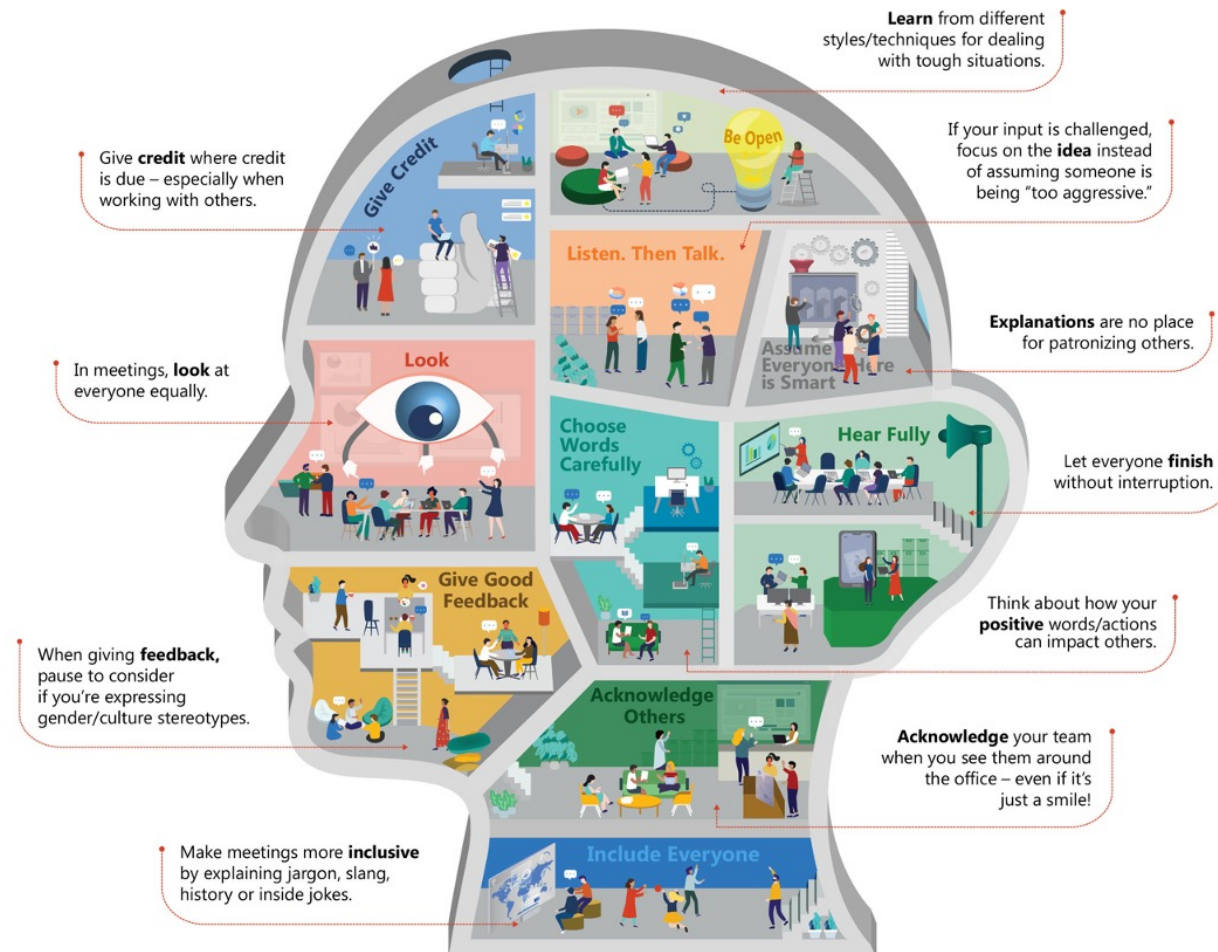
A Holistic Connected Culture – Needs to mirror *Flow of Work*

Organizations

Teams

Others

Projects

Self

Competencies
Skills
Behaviors

Systemic Behavioral Change

Manager AND Team Leadership Development

- Manager Leadership Development
- Team Leadership Development

Numly's Comprehensive Connected Leadership Skills Library (With Integrated eLearning Content, Engagement Analytics and ML/AI Insight)

Full Support for MIT's J-WEL Human Skills Matrix and Birkman Leadership Development Competencies

Accountability
Admit mistakes
Follow through on commitments
Own the results and resolution of an issue
Raise concerns and questions

Adaptability
Fail Forward
Review, Evaluate, and Pivot

Building Trust
Act with Integrity (Ethics)
Maintain Confidentiality

Business Awareness
Competitor Analysis
Environmental Scanning
Market Awareness
Strategic Thinking
Tactical Thinking

Change Management
Flexibility
Managing Operational Change

Coaching
Ask effective questions
Build rapport
Listening
Remain objective

Collaboration
Communicate intentions
Compromise
Negotiation
Working cross functionally

Communication
Active listening
Oral Communication
Written Communication

Conflict Management
Apologize and move forward
Focus on the Resolution
Impartiality
Remain present

Creating a Vision
Get People On Board
Model The Behavior
Build Collective Ownership

Customer Orientation
Customer Empathy

Decision Making
Decisiveness
Deductive reasoning

Developing Talent
Assess skills
Create career development plans
Delegate Effectively
Empower others
Succession plan

Diversity, Equity, Inclusion & Belonging
Accept authenticity
Challenge inequity
Combat Stereotypes
Confront Bias
Foster belonging
Social and Cultural Awareness

Emotional Intelligence
Accurately Interpret Others
Address Others Concerns
Handle Sensitive Issues
Make Others Comfortable
Social Awareness
Understand Strengths & Weaknesses
Understand Strengths & Weaknesses of Others

Execution/Getting Results
Persistence
Thoroughness

Financial Acumen
Financial Analysis
Forecasting
Project Costing
Budgeting
Organizational Financials

Goal Setting
OKR's
Reverse Goal Setting
SMART Goals
Managing KPI's
Determining Organizational Goals
Measuring Organizational Goals

Influencing/Negotiation Skills
Influencing Skills
Influential Conversations

Initiative
Taking Initiative
Forward thinking mindset

Innovation
Driving Innovation
Managing Change Through Innovation
Conceptual & Design Thinking

Learning Agility
Growth Mindset
Open-mindedness
Seek Learning Opportunities
Technical Expertise

Managing Performance
Providing Feedback
Create cascading goals

Managing Stress
Control Responses
Helping Others Remain Calm

Motivation & Recognition
Providing Empowerment
Providing Incentives
Providing Recognition

Planning & Organizing
Project Management
Monitor and adjust Priorities
Taking Initiative

Problem Solving
Analytical Thinking
Gathering Information

Psychological Safety
Practice Inclusive Behavior
Assume Positive Intent
Empathy
Active Listening

Resilience
Agility
Learn from Mistakes

Self-Confidence
Self-Acceptance
Self-Assess Performance

Self-Motivation
Accept Imperfection
Reward Yourself
Timeliness

Team Building
Advising Your Team
Fostering Team Relationships

Technical Expertise
Systems Thinking
Technical Depth, Breadth of Knowledge & Expertise

NumlyEngage™ Cloud-based Secure SaaS Platform

FIVE Building Blocks

NumlyEngage ™

01

PEOPLE

Orgs/ Teams/ Groups/ Cohorts

02

EVALUATE

Pulse Surveys/ Assessments to evaluate strengths and weakness

03

CONNECTED LEADERSHIP SKILLS

Preloaded coaching and engagement programs, Coaching Pathways

04

LEARNING INTERACTION

1:1 Coaching with ICF Certified Coaches, Group Coaching, Huddles, Roundtables

05

FEEDBACK AND ENGAGEMENT

HD Video Coaching, Personalised and Contextual feedback

FEATURES

numly™

Platform That Lends Structure to Coaching

- Invest in your team members. Identify their strengths and weaknesses.

- Tap into curated learning content mapped to each person's unique learning journey.

- Establish benchmarks, set goals, and measure progress.

Train Managers to Coach with Confidence

- People managers are often promoted due to their success as individual contributors, instead of their people management skills.

- Our program Measures, Engages, Develops and Transforms managers to do a better job.

Network with and Learn from Other People Managers

- Leverage NumlyEngage to network with people managers from both inside and outside your organization.

- Learn from each other and tackle challenges together, in a safe and secure environment.

NUMLY'S CONNECTED LEADERSHIP FRAMEWORK

Leading Self
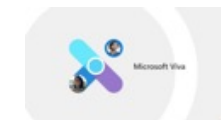
Leading Projects

Leading Others

Leading Teams

Leading Organization

Next-Gen Coaching/Learning Experience - Access Learning Content in Multiple Ways

- ❖ Contextual Content Curated by Numly

- ❖ Direct Content Import

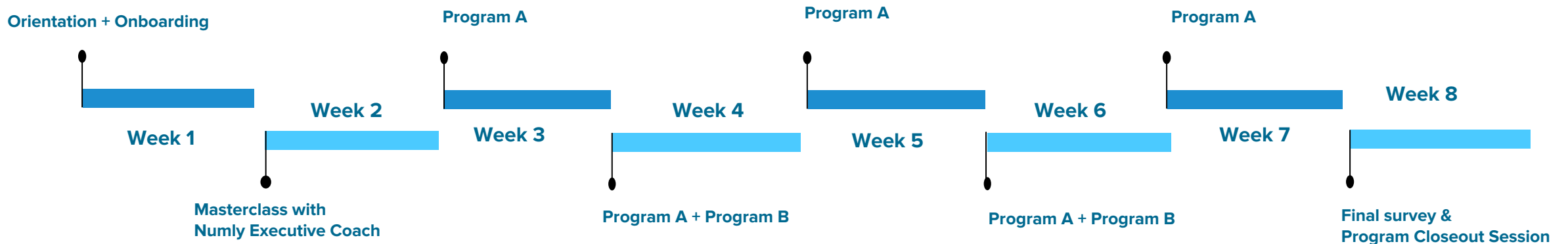- ❖ Linked Content Consumed directly from 3rd Party Learning Management Platforms
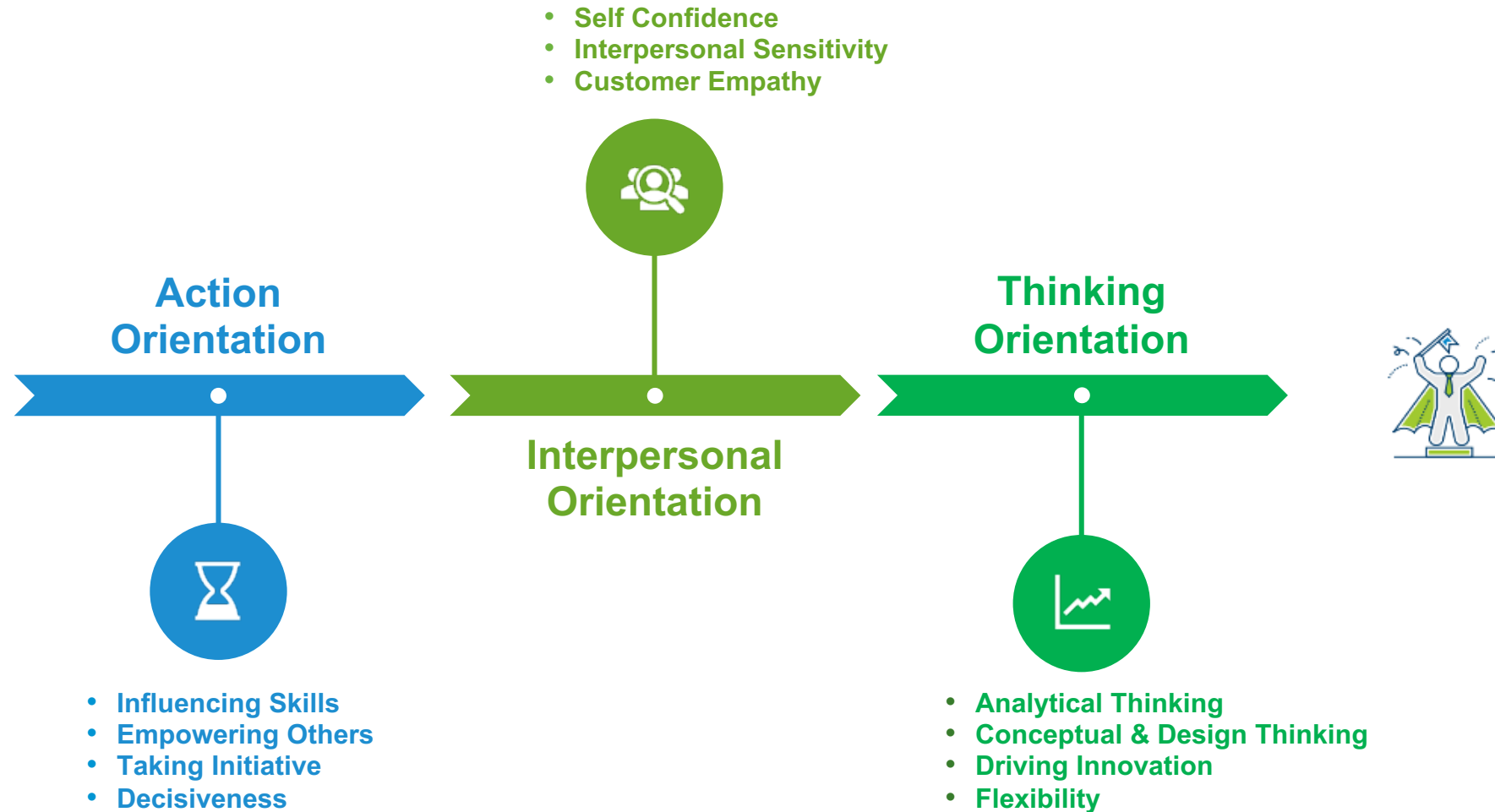
Developing the "Coaching Habit" – 60 Days, 2 Parallel Programs for High Impact

Numly will split the Program into two, both of which will run in parallel during the 60-day period.

Program A –Coach-Learner Interactions, Skilling	Program B – Coach the Coach, Scale Coaching
This would be the program that would include the selected participants participating in Coaching sessions on the selected skills identified.	This program would be led by the Director of Leadership Coaching Enablement at Numly. Our ICF-Accredited Executive Coaches will conduct weekly/bi-weekly sessions for coaches, focused on their coaching experiences, challenges and more.

Learn *Skills* through *Habits*
Become a **sustainable Leader**

Leader
Impactful   Inspiring
Inclusive   Imaginative

Learning Skills
Developing Habits
Exhibiting Behaviors

Orientation + Onboarding

Program A

Program A

Program A

Week 1

Week 2

Week 3

Week 4

Week 5

Week 6

Week 7

Week 8

Masterclass with Numly Executive Coach

Program A + Program B

Program A + Program B

Final survey & Program Closeout Session

SAMPLE: Numly's Leadership Coaching Pathway

- **Self Confidence**
- **Interpersonal Sensitivity**
- **Customer Empathy**

Action Orientation

Thinking Orientation

Interpersonal Orientation

- **Influencing Skills**
- **Empowering Others**
- **Taking Initiative**
- **Decisiveness**

- **Analytical Thinking**
- **Conceptual & Design Thinking**
- **Driving Innovation**
- **Flexibility**

Numly's Differentiators

Improved "**Efficacy of Learning**" by implementing Manager-Led Coaching, and **Scaling Internal Coaching** across the organization

Our customers also evaluate us very high on how NumlyEngage can develop a "**Psychologically Safe Network**" within their teams, and drive **Employee Engagement and Retention.**

Our customers see us as a Trusted Advisor around our **Skill –Gap and Skill-Strength Heat Maps and Analytics** that guide them towards investments oriented towards their Skill-Gaps.

Numly's 60-Day Pilot - $2500 for up to 100 Users
Pilot costs are credited back to Year-1 Subscription License Fees;
So FREE !!

Tap Into Over 400+ Built-in Connected Leadership Skills

Facilitate Coaching Sessions

With Packaged programs tailored to improve Critical Skills

Complement and Extend Learning

With a wealth of content curated by Numly, or via third party learning management platforms or direct import

Provide Actionable Data

Analytics to quantify and maximize impact

- **60 days to see results**
- **Selected cohort of Coaches and Learners**
- **Includes access to e-Learning and Coaching with Numly's ICF Certified Executive Coaches to solidify the process within the organization**

numly™

Better Leaders. Better Teams.

A Platform for Coaching and Networking.

ENGAGE • COACH • PERFORM℠

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Schedule a meeting

https://www.numly.io/

THANK YOU

#AskNumly #AskBobot #RiseUpTomorrow