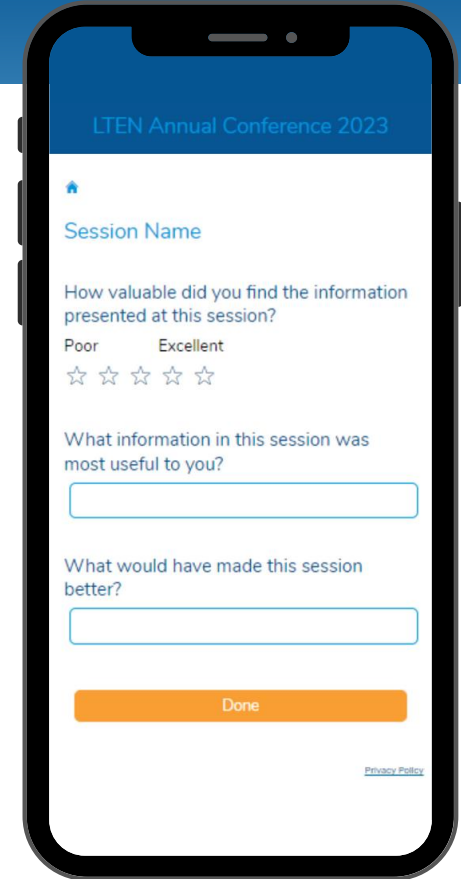# Tell Us How We Did

Take One Minute to Share Your Feedback

From the app:
- Select this Workshop
- Click on Survey to Complete

Every Workshop Survey you submit enters you into a daily drawing for **one of three $25 Amazon gift cards**!

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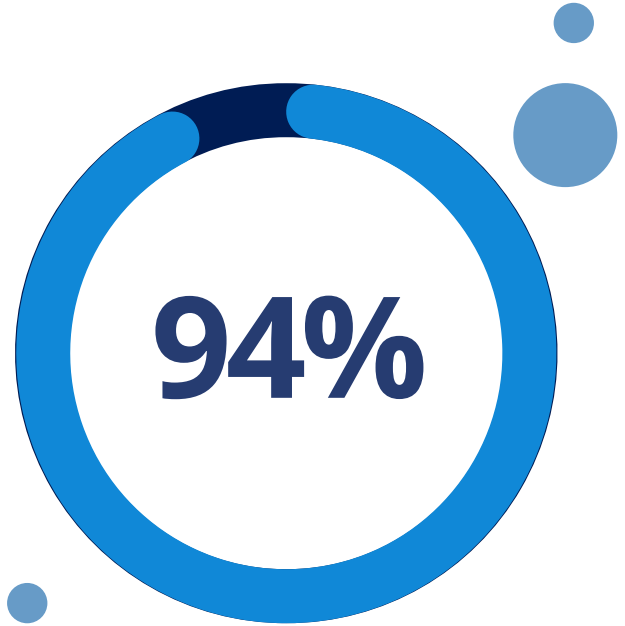Advancing Global Life Sciences Learning | **#LTEN2023**

Talent Remains a Key Driver in this Changing World

Developing emerging leaders is a #2 concern of CEOs*

Ineffective leaders are the #1 reason people leave a company within 1 year

*DDI Study, 2022

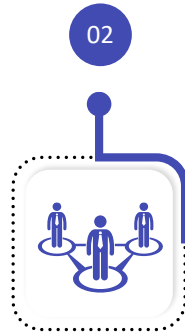**94%**

What are the Best Ways to Engage with Emerging Leaders?

4 Tips to Revolutionize your Coaching and Talent Development Solution

01 **Personalize the Experience**

02 **Keep it Social**

03 **Utilize Technology**

04 **Leverage Data**

Tangible Talent Development

MEASURABLE GROWTH, IMMEASURABLE RESULTS

Backed by over 20 years of successful coaching and development within Fortune 500 businesses — Vayability combines innovations in neural learning with time-tested strategies for success.

Vayability is designed to increase engagement, boost retention, ignite productivity, and accelerate careers. Participant growth is measurable, scalable, and focused on the most impactful leadership skills.

Trusted by:

EMD SERONO

GILEAD

Alkermes

Takeda
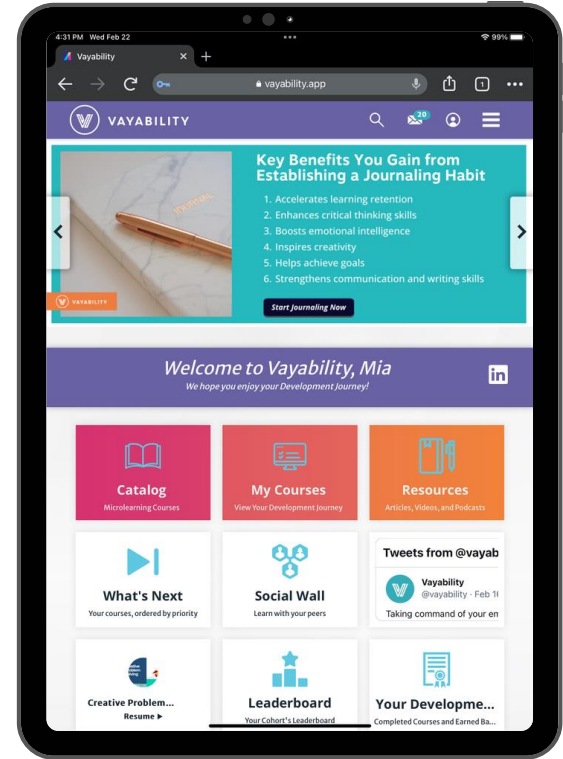
Booth #300

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What is Vayability?

Vayability is a digital learning platform in which Learners will complete their Development Journey

In Vayability, learners will:

- Gain access to the **resources** necessary to complete their monthly challenges
- Schedule **coaching calls** and **manager check-ins**
- Participate in **learning courses** to amplify their skills
- Complete **evaluations** and **surveys** related to their progress
- Download **tailored content** that helps with their development

Booth #300

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How It Works

MONTHLY MILESTONES

The Vayability™ solution begins by establishing a development target for each participant. The process then continues with monthly key activities and milestones that occur over a six-month period.

MONTH 1
Development journey begins

MONTH 2
Meet with a Certified Vayability Coach

MONTH 3
Established Practice: Reflect, Refine, Rhythm

MONTH 4
Meet with a Certified Vayability Coach

MONTH 5
Positive habits are established

MONTH 6
Measurement of progress and coach-led feedback session

CHALLENGES INCREASE IN COMPLEXITY

What makes Vayability™ unique?

TECHNOLOGY	SCIENCE/RESULTS	COACHING	PEER SUPPORT
Connect with your coach and team no matter where you are through Vayability's cloud-based platform.	Based on the latest in neural learning research and habit-building.	Individual 1:1 coaching sessions provide feedback and guidance throughout the journey.	Build rapport with your manager and peers through the built-in virtual wall and messaging.

Personalize the Experience

Get to know their passions, identify their work values, and expand their competencies.
Give stretch assignments specific to their development.

- A personalized experience leads to **greater and longer sustained motivation.**

- People are more motivated and engaged when they are working **toward self-selected goals**, when the experience is aligned with their everyday work, and when they are engaged in value-aligned experiences.

- Leaders see **greater cognitive and behavioral changes** when developmental programs are adapted to their needs and current skill level.

Keep it Social

Create healthy, friendly competition, perhaps utilizing teams. Gamify the experience and incorporate things like rewards and levels, and a place where these live so team members can constantly work at leveling up/earning a higher reward.

- Adult learning **happens through others** via shared information and resources, role-modeling, etc.
- **Connection and relevancy are basic needs** that, when fulfilled, lead to greater motivation, engagement and commitment.
- Keeping the experience social also helps **sharpen secondary human skills** (e.g., communication, collaboration, inclusion, relationship building, and empathy).

Utilize Technology

Create a curated list of learning content—this can be stored digitally for easy access—things like blogs, online training, etc. Micro videos and virtual coaching programs are incredibly effective.
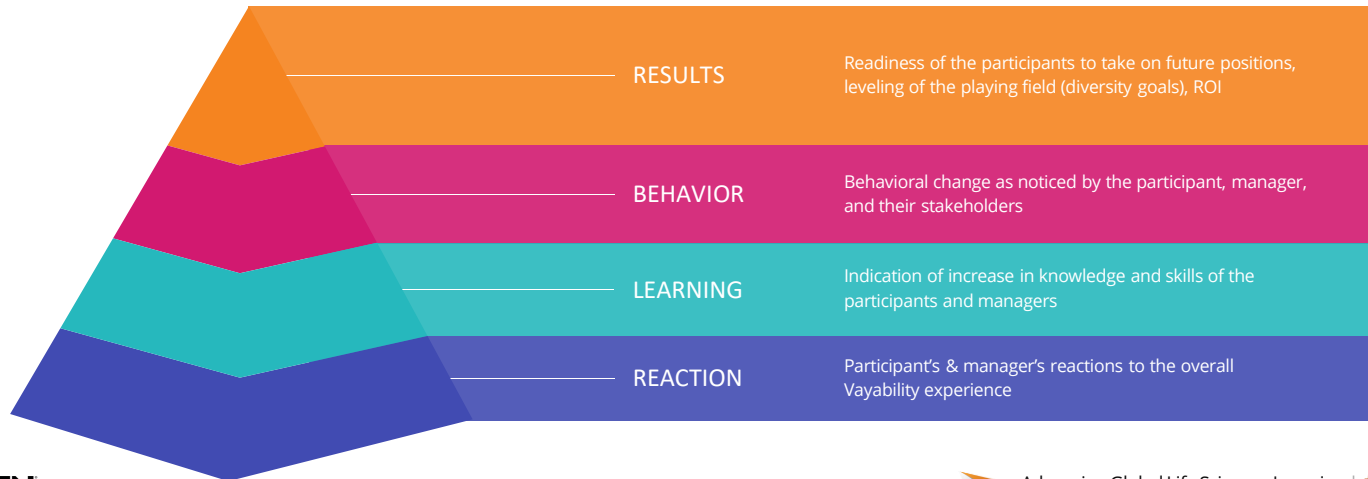
- Technology offers **real-time feedback** in the form of assessments, on-demand coaching, and even AI enabled LD tools.

- Technology is also **scalable and allows for remote learning**, making it more affordable and increasing the reach to otherwise excluded populations (e.g., next-gen leaders).

- When leveraged properly, **Gamification** is an effective motivational tool.

- Technology enables the creation of a **central location** for resources for leaders.

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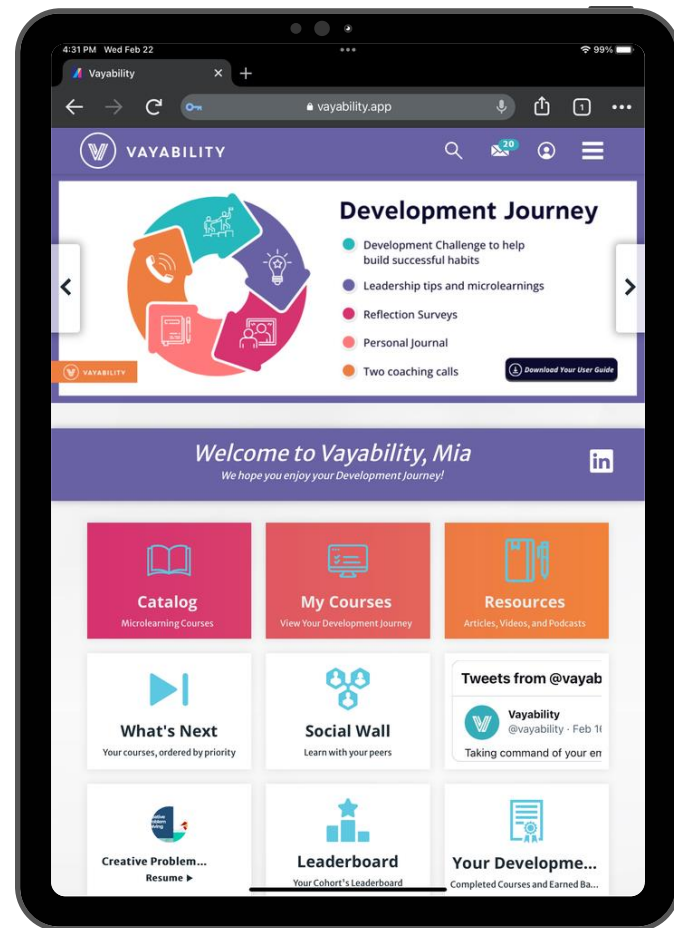
Leverage Data

Measurement

- Engagement metrics track progress and promote accountability
- Success metrics measured against the Kirkpatrick model
- Ending development index (pulse survey)
- Stakeholder, manager, and self-reflection survey data
- Vaya NPS and coaching effectiveness ratings

RESULTS — Readiness of the participants to take on future positions, leveling of the playing field (diversity goals), ROI

BEHAVIOR — Behavioral change as noticed by the participant, manager, and their stakeholders

LEARNING — Indication of increase in knowledge and skills of the participants and managers

REACTION — Participant's & manager's reactions to the overall Vayability experience

100%
Participants reported acceleration in their development

90%
Participants agree that Vayability increased their productivity

90%
Participants say that Vayability impacted their business's success

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Benefits of Personalized Habit-Building

Strengthen Leadership Pipeline

Increased Development of Emerging Leaders

Improved Engagement & Participant Satisfaction

Thank you!

Visit us at **BOOTH #300**

For additional questions or to schedule a Vayability Walk Through, please contact:

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