

# 1ON1'S COACHING SYSTEM



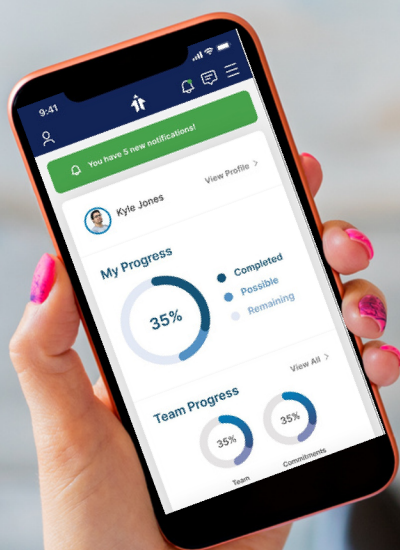
Employees today face stress, burnout, and feeling out of touch due to tight deadlines, personal struggles, and long hours. This leads to low motivation, missed chances, and poor involvement. Companies need a solution to help their teams do well. ThinkMoveThrive's 1on1's coaching system is that solution.

The system teaches managers to coach well by building trust and understanding what employees need. When employees feel supported, they work harder, stay longer, and help make a positive workplace. It also makes the team culture stronger.

The process is fast and simple—managers can coach in just 20 minutes a month, great for busy teams. Anyone can spend 20 minutes a month to see real results.

Involved employees are more productive and loyal, which helps the company. Our system makes it easier for leaders by giving them a tested method that improves their coaching and development skills.

Available on an easy-to-use phone app, the system turns workplaces into places where everyone feels connected, involved, and ready to succeed.



Our chief want in life is to find someone who will make us do what we can.

~Ralph Waldo Emerson





# WHY ORGS USE THE 1ON1'S COACHING SYSTEM & APP?

1. People need consistent re-focusing, commitment, and accountability to create positive growth and development.
2. It is too expensive to hire executive coaches for every employee in the organization.
3. Many new or young leaders lack training or experience in how to lead, coach, and develop those around them (or don't have the confidence).
4. Many initiatives die because there is no proven system to fall back on and no easy way to track results and progress.
5. Leaders need an easy solution to help them build trust, gather feedback, and normalize accountability within the organization without being a "big brother."

## FEEDBACK

Good ideas are where you find them (no matter where they arise) and organizations need great ideas from all levels and team members. 1on1's help organizations receive feedback regularly. When team members feel heard, they are more likely to receive constructive feedback.

## 1% ADVANTAGE

Everyone wants to develop and grow. However, we are surrounded by the tyranny of the urgent. We trade working out for a Netflix binge. We pass on an incredible project because we can't fit it into our schedule. 1on1's empowers team leaders to meet every employee where they are which helps them close the gap and move to where they want to be. Consistency is the key. What could they accomplish if they were able to improve 1% every month?

## FEEDBACK FACTS

4 OUT OF 10 WORKERS ARE ACTIVELY DISENGAGED WHEN THEY GET LITTLE OR NO FEEDBACK

RESEARCH SHOWS THAT 60-80% OF ALL DIFFICULTIES IN ORGANIZATIONS STEM FROM STRAINED RELATIONSHIPS BETWEEN EMPLOYEES.



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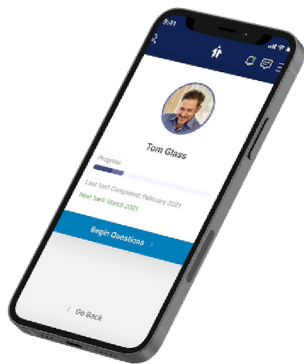
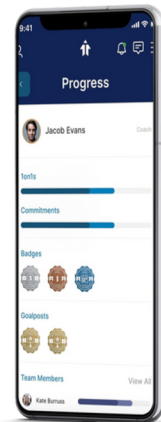


## PROGRESS DASHBOARD

Every team member of the organization downloads the 1on1 app. The first page they open is their dashboard. Each team member immediately sees their 1on1 progress and also how many commitments they have achieved during the year. Team leaders can see how each member is progressing and important notifications about their team.

## NOTIFICATIONS

If you need to schedule a meeting with a team member to have a 1on1, no problem we have you covered. You can customize your notification settings to let you know when it's time to schedule a 1on1, when one of your team members has a birthday or work anniversary, or when they have achieved a milestone.



## YEARS OF QUESTIONS

Answers are only as good as the questions you ask. Our questions are designed to help every team member reflect on what is most important. With the 1on1 process, leaders don't have to invent great coaching questions. They simply schedule time to meet once a month. To create consistent monthly expectations, three questions will remain the same and three will be unique. In this process, team leaders and members have clear expectations which leads to meaningful conversations.





# How We Help Orgs Install The System

## We Walk With You Through:

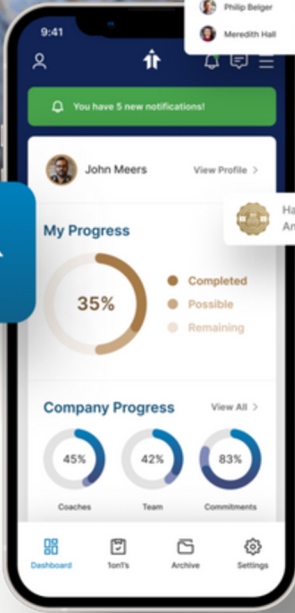
- ✔ Schedule Monthly Implementation Plan
- ✔ Developing Org Incentives that Promote Change in Routines and Habits
- ✔ Help Organize Your Coach and Team Members
- ✔ Train All Leader Coaches
- ✔ Follow-up with Organization Leaders and Coaches Monthly

## Additional Resources

- Training videos for coaches and participants.
- Email communications to the team about the “why” during the launch.
- PDF handouts for all coaches summarizing the “All-Star” process.
- Access to leadership podcasts and blogs within the app.
- Free Enneagram Assessment tool.



- Kate Burness
- Philip Belger
- Meredith Hall



# Unlock Your Teams Potential

## App Makes it Easy!

- ✔ Monthly Coaching Questions
- ✔ Archive of Monthly Answers
- ✔ Dashboard of Org Performance
- ✔ Badges for Accomplishments
- ✔ Reminders and Notifications

## Set up a Demo Today!

### Increased Engagement

The 1on1's Coaching System creates a trust-based environment and opportunities for employees to celebrate small wins.

### Team Insights

Organizations receive valuable feedback every month from each individual team member.

### Monthly Accountability

1on1's require team members to make a commitment where they improve an area of their life by 1% every month.