Decivium + ranx Listen · Rank · Lift Act

DECIVIUM • POWERED BY RANX

Introduce quarterly career-growth conversations

Give managers a simple, recurring conversation guide for aspirations, capability gaps, opportunities, and next commitments.

IMPLEMENTATION KIT

Executive implementation presentation

WHO IT COVERS

Decivium · Organization-wide

The proposal

- Give managers a simple, recurring conversation guide for aspirations, capability gaps, opportunities, and next commitments.
- It addresses career growth, feedback and coaching, and manager effectiveness.
- Your organization hasn't run this practice before, so confirm it's workable before committing to it.
- Turns development from an annual event into a visible manager-employee rhythm.

WHAT YOU GET

One plan.
Fits each team.
Clear guardrails.

This kit turns what people said in the survey into work you can review, assign and run.

Why this initiative

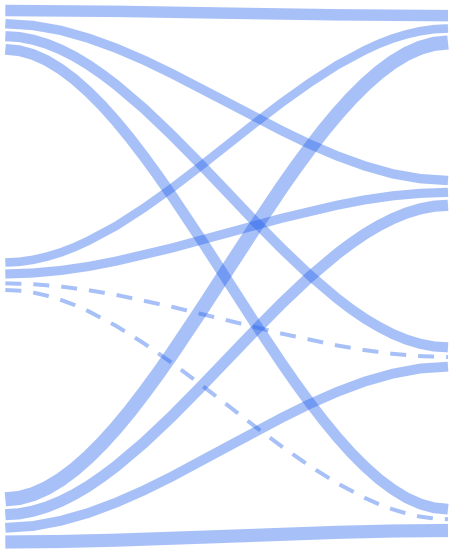
Introduce quarterly career-growth conversations · Quarterly Engagement Pulse · Cycle 5 · Closed Oct 30

This initiative

Introduce quarterly career-growth conversations

The priorities it addresses

- P1 Career growth
- P2 Feedback and coaching
- P4 Manager effectiveness



Outcomes they are linked to

Filled: a clear link Outline: less certain

Job satisfaction
P1 P2 P4

Retention intent
P1 P2 P4

Work engagement
P1 P2 P4

Retention intent
P1 P2 P4

Filled badges and solid bands: a clear link in this survey. Outlined and dashed: less certain. Wider bands move together more strongly. Each outcome is an expectation, not a promised result; the survey results behind these links are in Ranx under Drivers, then Outcomes.

Case for action

- Decision: introduce quarterly career-growth conversations for all people managers and their teams.
- Why now: Employees identified career growth, feedback and coaching, and manager effectiveness as priorities.
- These priorities have clear links to job satisfaction and retention intent.
- The management problem to solve: Development cannot depend on an annual event.
- Managers need a practical way to discuss aspirations, capability needs, realistic opportunities, and follow-through.

FOR LEADERS

Why this work, and why now?

The case rests on what the survey showed and how the practice works. It doesn't promise a score change.

What the survey shows

- What the survey points to: Career growth, feedback and coaching, and manager effectiveness are the priorities addressed by this initiative.
- The survey cannot show whether a conversation happened, whether it was useful, whether commitments were completed, or whether an employee gained access to an opportunity.
- What to test through delivery: Whether employees are offered and complete a protected career conversation.
- Whether employees leave with a realistic next step, manager support, and a follow-up date.
- How to interpret later results: Track job satisfaction, retention and commitment, and work engagement in a comparable future survey round.

READING THE SURVEY

These are findings, not forecasts.

They cover this survey period and the people who answered it. Individual answers stay anonymous.

How it works

- What changes: Once each quarter, every manager holds a private 30- to 45-minute career-growth conversation with each direct report, at least four weeks away from performance reviews.
- Who it reaches: All people managers and their teams.
- What it should improve: Employees receive clearer development support and more frequent progress conversations.

01 WHAT CHANGES

What changes in daily work, not a promised score.

02 REACH

The people and teams this plan covers.

03 OUTCOME

What you should see change, with the uncertainty stated.

A session at a glance

HOW IT RUNS

7 steps, 40 minutes in all.



IN THIS KIT

The manager guide explains how to run it.

What to do and say at each step. It ends with the sheets you and your team use.

How it fits with other work

- This is one organization-wide program, not separate local programs.
- Common practice for every team: Protect quarterly conversations from performance-review timing.
- Use the same preparation, conversation flow, growth-plan boundary, realistic option-setting, commitments, follow-up, and equity review.
- Why it fits the wider plan: It turns the three priorities into repeatable manager behavior: discuss growth, give useful feedback, offer realistic development routes, and follow through.
- It creates practical delivery evidence before leaders judge any later outcome signal.

FIT WITH YOUR PLAN

It works alongside the other initiatives you chose.

Dependencies, overlap and workload are spelled out. It doesn't quietly replace another initiative.

Who owns it

Accountability
• Executive sponsor: Chief People Officer or VP of HR approves scope, capacity, and the employee safeguards; removes cross-functional barriers; reviews decisions after each round.

• Accountable owner: talent development leader with manager enablement builds the materials, trains managers, maintains the opportunity menu and commitment process, reviews delivery, and escalates barriers.

• What must be ready before launch: An employee preparation sheet and manager preparation sheet.

• A shared growth plan that states it is never used for ratings, pay, or promotion decisions.

• Do not proceed if leaders know credible options are unavailable and will not communicate that constraint honestly.

WHAT IT NEEDS

A named owner and a steady rhythm.

It needs an accountable leader, a practical rhythm, a way to raise issues, and protection for employees.

Across the organization

HOW MUCH SUPPORT EACH TEAM GETS

Everyone at Decivium runs the same practice. What people said about career growth, feedback and coaching, and manager effectiveness sets how much support each team gets: not a score or a prediction.

12 teams	0 teams	4 teams	12 teams	6 teams
Lighter touch	Slightly lighter	Standard support	Extra support	Most support

Standard support includes 4 teams with too few responses to compare.

TEAMS THAT NEED THE MOST SUPPORT

Client Services › Customer Success › CS Enterprise Team: Most support
Client Services › Delivery › Delivery East Team: Most support
Client Services › Delivery › Delivery West Team: Most support
Client Services › Delivery › Solutions Team: Most support
And 14 more, listed in the manager guide.

IN THIS KIT

Every team, with what to do

The manager guide and the check-in workbook list each team, its support level and what its managers do.

Roadmap

01 **Confirm**

02 **Design**

03 **Enable**

04 **Run + learn**

Weeks 1–2: agree and prepare
• Sponsor approves purpose, scope, capacity, privacy boundary, decision rights, and escalation route.

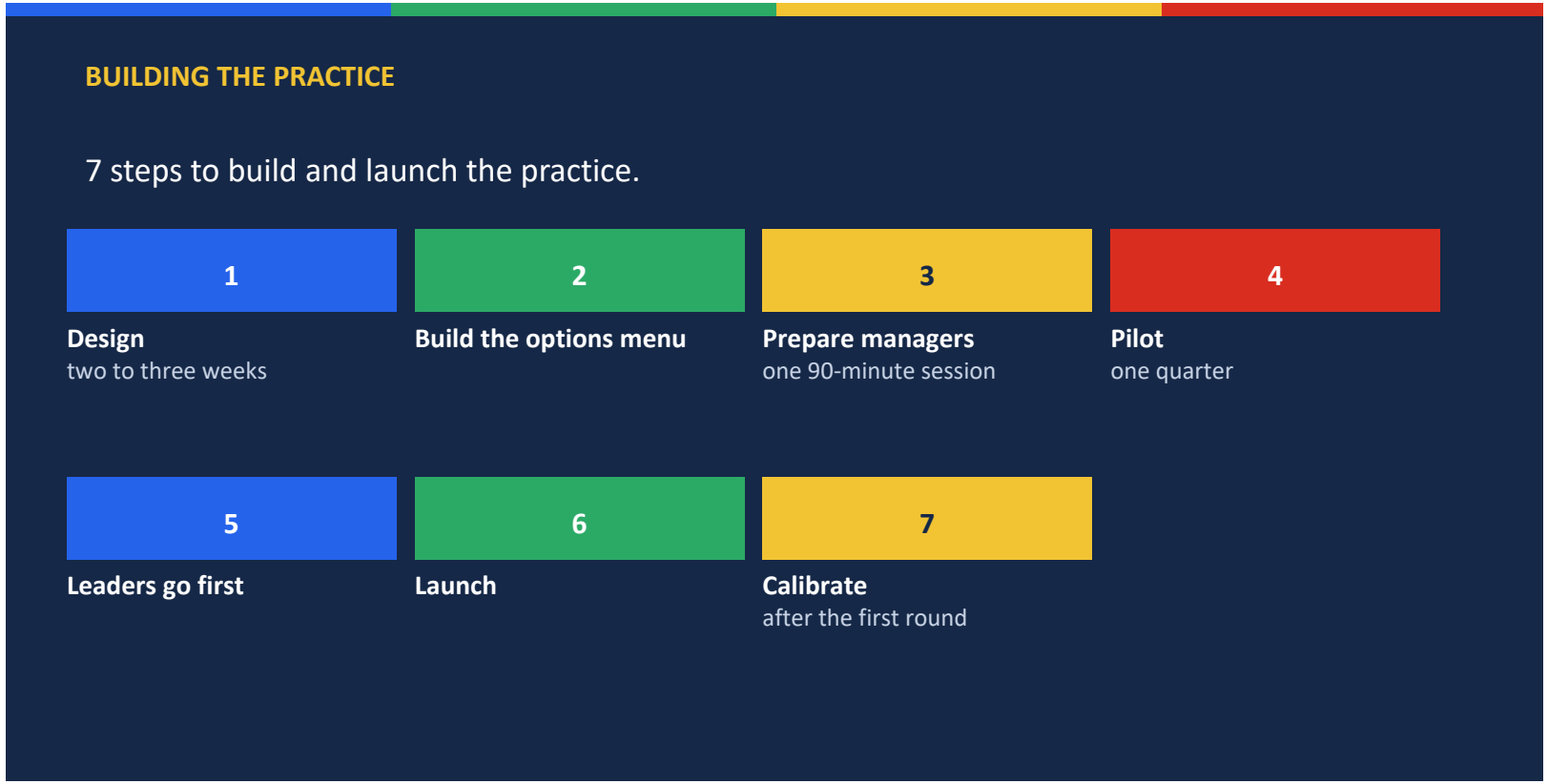
Week 3: ready leaders and managers
• Senior leaders hold career conversations with their own direct reports first.

Week 4: launch the first round
• Program owner sends the employee preparation sheet with each invitation and explains the privacy and performance boundaries.

Weeks 5–6: complete and support
• Within two working days, managers complete the growth plan, share copies, and record commitments only in the commitment log.

After the first round: calibrate and improve
• Program owner convenes managers for a short calibration: what worked, what stalled, what employees found useful, and which options need updating.

Rollout at a glance



IN THIS KIT

The playbook explains how to build it.

How to prepare and launch the practice, and what good looks like.

How we'll know it's working

- Reach: Share of the intended audience offered a conversation.
- Take-up: Share who complete a conversation.
- Quality of delivery: Share of sampled conversations showing preparation, employee-led discussion, realistic options, explicit no-promise language where relevant.
- Employee experience: Short pulse after each round: “My manager helped me think about my growth.” “I left with a clear next step.” “My next step is realistic.”
- Staying power: Share of prior commitments completed or deliberately changed, separately for employee steps and manager support.
- Audit completion and conversation quality; never treat completion alone as proof of employee development.

CONTINUE

Progress shows and guardrails hold

ADAPT

Adjust delivery within the plan

PAUSE

Stop if results or safeguards fail

Decisions we need

DECISIONS TO RECORD

- Approve now: Sponsor and accountable program owner.
- Scope: all people managers and their teams.
- Confirm before launch: Leaders can describe real development routes and honest capacity constraints.
- Managers can access role, skill, learning, and work-experience options.
- Fund only if the organization is prepared to make manager support visible and to act when realistic options or time are unavailable.

BEFORE YOU APPROVE

Is the work credible, owned, bounded, and measurable?

Record the decision, conditions, owner, and next review date in Ranx.

Next steps

IN RANX

- Review and approve this kit in Ranx.
- Assign the owner: Talent development leader with manager enablement.
- Share the manager and employee materials when the owner is ready to launch.
- Review progress: Quarterly.

WHY THIS MATTERS

Nothing gets lost between the survey and the work.

Approve, assign and track this work in Ranx. It stays connected to the survey it came from.