Decivium + ranx Listen · Rank · Lift Act

RANX DEMONSTRATION COMPANY

Choose the portfolio for Decivium

A traceable path from priorities through Act priorities to the portfolio leadership can carry.

PREPARED FOR

Decivium

DECISION SUPPORT

Ranx

SNAPSHOT CAPTURED

Nov 1, 2026

The decision begins with closed evidence from Decivium Workforce

This post-close decision uses 7 surveys from Quarterly Engagement Pulse for Decivium Workforce. Priorities from that survey evidence are grouped into the Act priorities shaping every option below.



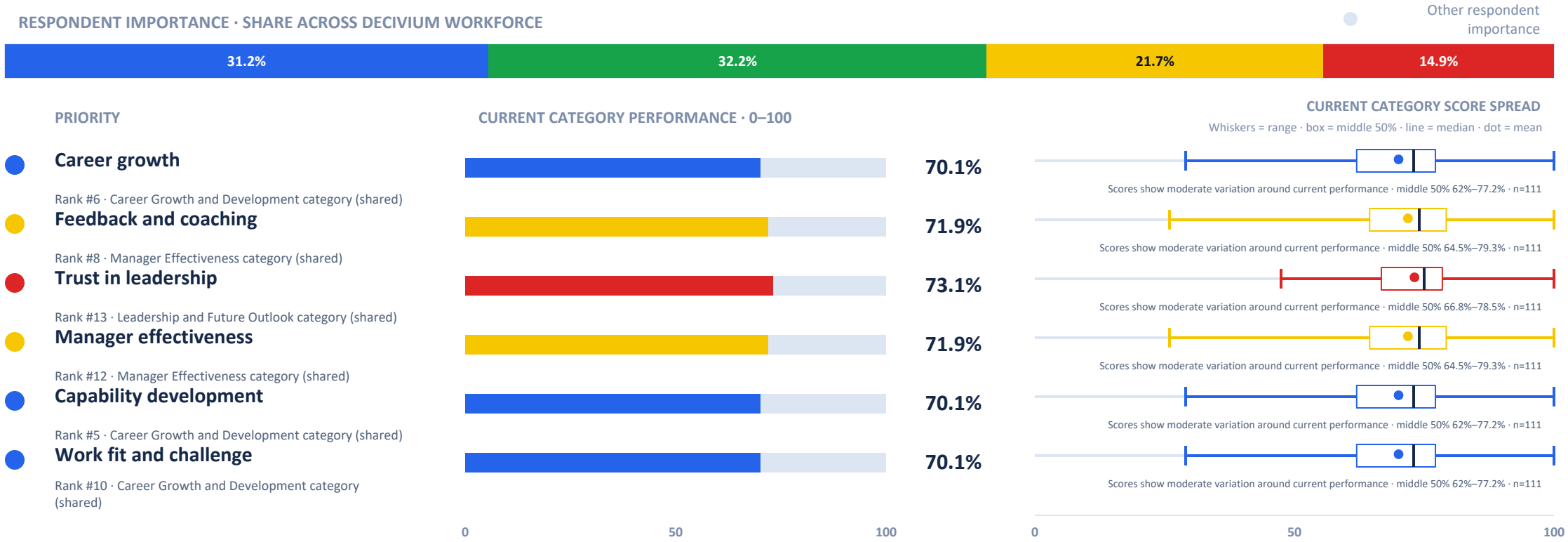
LISTENING CONTEXT	SURVEY EVIDENCE	PRIORITIES	ACT PRIORITIES
Decivium Workforce	**7 surveys**	**6 priorities**	**6 shape the options below**

7	6	6
surveys	Priorities carried forward	current Rank pressure points

Employee Engagement · Organization-wide · Quarterly Engagement Pulse

Protect valued outcomes while acting on persistent Drivers

Career growth is the leading priority at Rank #6 and has improved but remains unresolved across seven surveys. Its Career Growth and Development category carries 31.2% of respondent importance and has a current score of 70.1%. Category figures are shared by priorities in the same category. Job Satisfaction remains a valued outcome to protect and monitor—not a direct intervention target.



Persistent priorities still require action when outcomes are holding

Current performance shows the condition; trajectory shows persistence. Protected outcomes show what the portfolio must not erode.

PRIORITY	WHY IT STILL MATTERS
Career growth Investigate now	**Overall improvement across surveys** 70.1% score · 31.2% category importance · Rank #6
Feedback and coaching Investigate now	**Persistent priority with no durable direction** 71.9% score · 21.7% category importance · Rank #8
Trust in leadership Leadership guidance	**Improving, but remains a current priority** 73.1% score · 14.9% category importance · Rank #13
Manager effectiveness Leadership guidance	**Overall improvement across surveys** 71.9% score · 21.7% category importance · Rank #12
Capability development Leadership guidance	**Overall improvement across surveys** 70.1% score · 31.2% category importance · Rank #5
Work fit and challenge Leadership guidance	**Overall improvement across surveys** 70.1% score · 31.2% category importance · Rank #10



Vertical movement is relative within each priority. Compare direction, persistence, turning points, and magnitude—not absolute height across Drivers.

Drivers explains what is shaping each priority

Rank establishes scale and order; Drivers distinguishes the primary or supporting signal and carries that context into Act.

PRIORITY	WHAT SURFACED IN RANK	DRIVERS READ	ACT CONNECTION
Career growth Rank #6 · Shared category: Career Growth and Development	**You have opportunities for advancement or promotion at this organization.**	Career growth should be investigated before it becomes an obvious rank-priority problem.	**Action area: Growth and value exchange**
Feedback and coaching Rank #8 · Shared category: Manager Effectiveness	**You receive regular, constructive feedback on your performance.**	Feedback and coaching should be investigated before it becomes an obvious rank-priority problem.	**Action area: Leadership and management**
Trust in leadership Rank #13 · Shared category: Leadership and Future Outlook	**You have confidence in leadership's ability to achieve future success and growth.**	Trust in leadership looks more like manager-facing guidance than a single task.	**Action area: Leadership and management**
Manager effectiveness Rank #12 · Shared category: Manager Effectiveness	**Your immediate manager cares about your development.**	Manager effectiveness looks more like manager-facing guidance than a single task.	**Action area: Leadership and management**
Capability development Rank #5 · Shared category: Career Growth and Development	**Your leadership gives you the time and resources to seek training and ongoing education.**	Capability development looks more like manager-facing guidance than a single task.	**Action area: Growth and value exchange**
Work fit and challenge Rank #10 · Shared category: Career Growth and Development	**You find your job interesting and challenging.**	Work fit and challenge looks more like manager-facing guidance than a single task.	**Action area: Work alignment**

Each option can be traced from Act priorities to included initiatives

Act priorities organize the work; the outcome guardrail shows what the portfolio must protect while it acts.

ACT PRIORITY	OPTION 1 Balanced mix 5 initiatives	OPTION 2 Priority coverage 3 initiatives	OPTION 3 Lean credible set 5 initiatives
P1 · Career growth You have opportunities…	2 linked initiative(s)	1 linked initiative(s)	3 linked initiative(s)
P2 · Feedback and coaching You receive regular,…	2 linked initiative(s)	1 linked initiative(s)	2 linked initiative(s)
P3 · Trust in leadership You have confidence in…	Direct fit not assessed	Direct fit not assessed	Direct fit not assessed
P4 · Manager effectiveness Your immediate manager…	2 linked initiative(s)	1 linked initiative(s)	2 linked initiative(s)
P5 · Capability development Your leadership gives…	1 linked initiative(s)	Direct fit not assessed	1 linked initiative(s)
P6 · Work fit and challenge You find your job…	Direct fit not assessed	Direct fit not assessed	Direct fit not assessed
OUTCOME TO PROTECT AND MONITOR	Job Satisfaction		32.2% of respondent importance · current 71.3%

How the portfolio connects to outcomes

Option 1: Balanced mix Quarterly Engagement Pulse · Cycle 5 · Closed Oct 30

Selected initiatives

01 Build role-based capability pathways

02 Introduce quarterly career-growth conversations

03 Equip managers to coach, prioritize, and remove barriers

04 Run a capacity and demand reset

05 Investigate 2 emerging movement signals

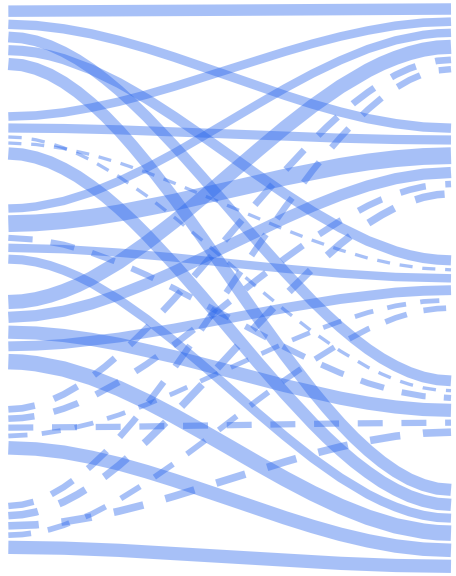
Coverage has not been estimated

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Job satisfaction
P1 P2 P3 P4 P5 P6
46-69%

Retention intent 1
P1 P2 P3 P4 P5 P6
47-69%

Work engagement
P1 P2 P3 P4 P5 P6
45-68%

Retention intent 2
P1 P2 P3 P4 P5 P6
44-67%

Workplace advocacy
P1 P2 P3 P4 P5 P6
44-67%

Priority rails: original group coverage. Outcome rails: relationship-weighted coverage potential. Shared groups count once; uncovered groups stay in the base. Link thickness shows measured association strength. Dashed bands and outlined P badges retain uncertainty.
Ranges are coverage estimates, not confidence intervals or predicted outcome improvement. Calculation details and sensitivity checks are in the comparison appendix.
Retention intent 1: You see yourself in the organization's future plans. Retention intent 2: You rarely consider leaving this organization.

How the portfolio connects to outcomes

Option 2: Priority coverage Quarterly Engagement Pulse · Cycle 5 · Closed Oct 30

Selected initiatives

01 **Introduce quarterly career-growth conversations**

02 **Run a capacity and demand reset**

03 **Investigate 2 emerging movement signals**

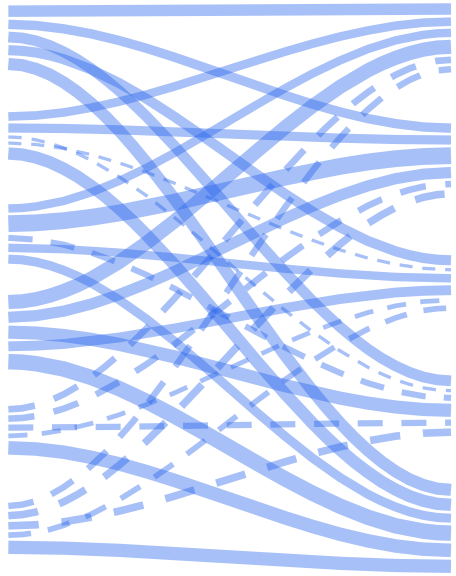
Coverage has not been estimated

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Job satisfaction
P1 P2 P3 P4 P5 P6
24-41%

Retention intent 1
P1 P2 P3 P4 P5 P6
25-42%

Work engagement
P1 P2 P3 P4 P5 P6
23-40%

Retention intent 2
P1 P2 P3 P4 P5 P6
23-40%

Workplace advocacy
P1 P2 P3 P4 P5 P6
23-40%

Priority rails: original group coverage. Outcome rails: relationship-weighted coverage potential. Shared groups count once; uncovered groups stay in the base. Link thickness shows measured association strength. Dashed bands and outlined P badges retain uncertainty.
Ranges are coverage estimates, not confidence intervals or predicted outcome improvement. Calculation details and sensitivity checks are in the comparison appendix.
Retention intent 1: You see yourself in the organization's future plans. Retention intent 2: You rarely consider leaving this organization.

How the portfolio connects to outcomes

Option 3: Lean credible set Quarterly Engagement Pulse · Cycle 5 · Closed Oct 30

Selected initiatives

01 Build role-based capability pathways

02 Introduce quarterly career-growth conversations

03 Establish a manager one-to-one and feedback standard

04 Establish visible career paths and internal mobility routes

05 Investigate 2 emerging movement signals

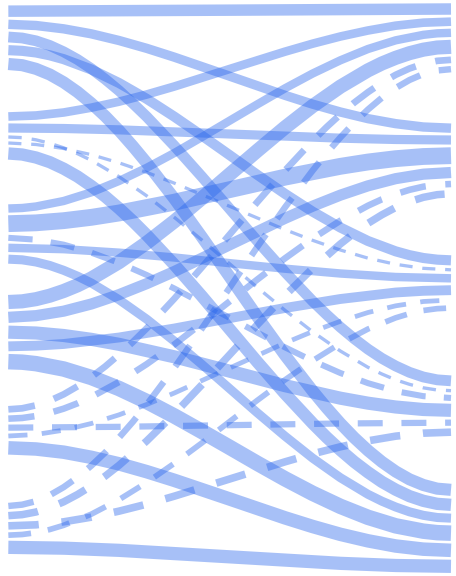
Coverage has not been estimated

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Job satisfaction
P1 P2 P3 P4 P5 P6
46-67%

Retention intent 1
P1 P2 P3 P4 P5 P6
46-66%

Work engagement
P1 P2 P3 P4 P5 P6
45-65%

Retention intent 2
P1 P2 P3 P4 P5 P6
43-63%

Workplace advocacy
P1 P2 P3 P4 P5 P6
42-62%

Priority rails: original group coverage. Outcome rails: relationship-weighted coverage potential. Shared groups count once; uncovered groups stay in the base. Link thickness shows measured association strength. Dashed bands and outlined P badges retain uncertainty.
Ranges are coverage estimates, not confidence intervals or predicted outcome improvement. Calculation details and sensitivity checks are in the comparison appendix.
Retention intent 1: You see yourself in the organization's future plans. Retention intent 2: You rarely consider leaving this organization.

Choose the portfolio leadership can carry now

THE DECISION

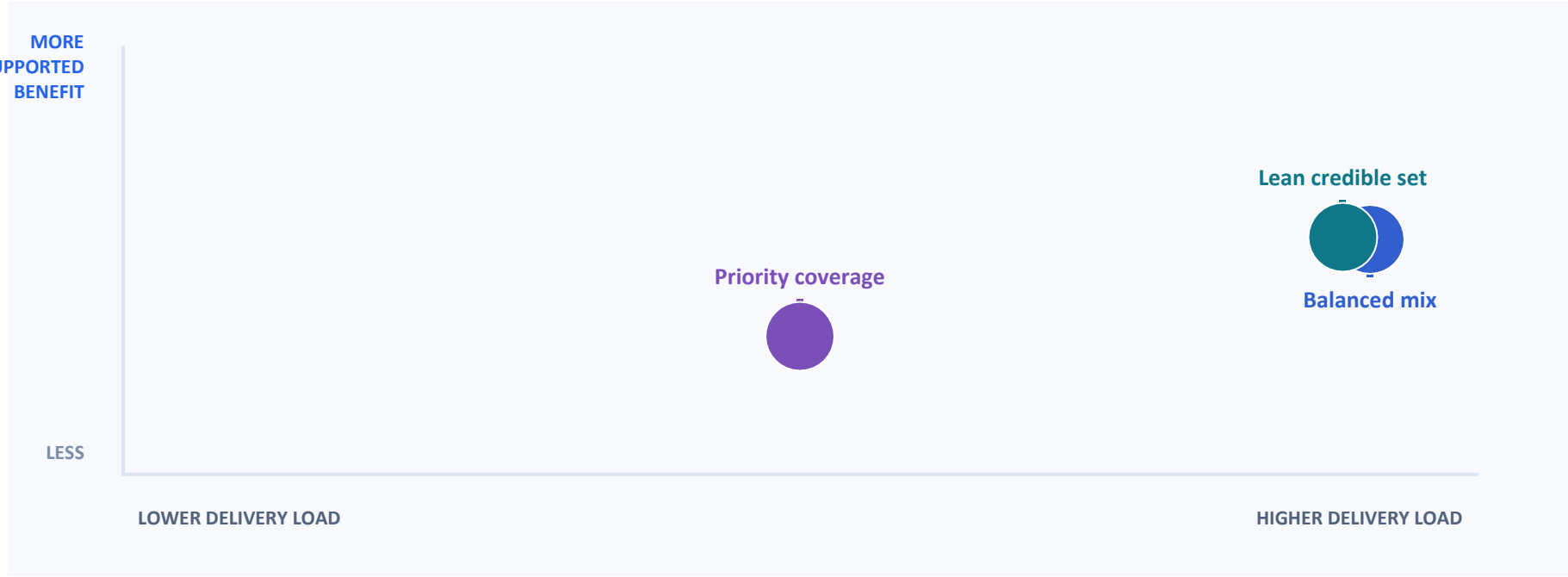
Which Ranx Act portfolio should leadership adopt to best address the employee-engagement priorities identified across the Decivium Workforce?

PORTFOLIO		ESTIMATED COVERAGE	EFFORT	BUDGET LOAD
OPTION 1 · Current Portfolio selection **Balanced mix**	Balanced tradeoff	44–66%	10 points	10 points
OPTION 2 · Alternative portfolio **Priority coverage**	Lower delivery load	24–41%	5 points	5 points
OPTION 3 · Alternative portfolio **Lean credible set**	Higher supported reach	45–66%	9 points	9 points

Choose the option whose supported benefit is worth the delivery load the organization can carry now. Record any conditions or evidence needed before implementation.

Supported benefit versus delivery load

Use the map to see the tradeoff shape. It compares evidence-bound Coverage with delivery effort and relative budget load; it does not predict outcomes or currency.



Three choices at a glance

Retention intent 1: You see yourself in the organization's future plans. Retention intent 2: You rarely consider leaving this organization.

OPTION 1 · Current Portfolio selection

Balanced mix

Balanced tradeoff

ESTIMATED COVERAGE 44–66%

DELIVERY EFFORT 10 points

RELATIVE BUDGET LOAD 10 points

5 initiatives; +1 outcome in pathway pages

OUTCOME COVERAGE POTENTIAL

Job satisfaction	46-69%
Retention intent 1	47-69%
Work engagement	45-68%
Retention intent 2	44-67%

OPTION 2 · Alternative portfolio

Priority coverage

Lower delivery load

ESTIMATED COVERAGE 24–41%

DELIVERY EFFORT 5 points

RELATIVE BUDGET LOAD 5 points

3 initiatives; +1 outcome in pathway pages

OUTCOME COVERAGE POTENTIAL

Job satisfaction	24-41%
Retention intent 1	25-42%
Work engagement	23-40%
Retention intent 2	23-40%

OPTION 3 · Alternative portfolio

Lean credible set

Higher supported reach

ESTIMATED COVERAGE 45–66%

DELIVERY EFFORT 9 points

RELATIVE BUDGET LOAD 9 points

5 initiatives; +1 outcome in pathway pages

OUTCOME COVERAGE POTENTIAL

Job satisfaction	46-67%
Retention intent 1	46-66%
Work engagement	45-65%
Retention intent 2	43-63%

Outcome rails show coverage estimates, not confidence intervals or predicted improvement. Each option's pathway retains relationship support and uncertainty.

What changes across the options

Balanced mix
Strongest supported area: Leadership and management · 58–79%
Lowest supported area: Work alignment · 31–55%

Priority coverage
Strongest supported area: Connection and culture · 40–60%
Lowest supported area: Growth and value exchange · 17–33%

Lean credible set
Strongest supported area: Growth and value exchange · 56–80%
Lowest supported area: Work alignment · 14–29%

MANAGEMENT LENS

Make the work and tradeoffs explicit.

Look for meaningful differences in supported reach, delivery burden, investment, and the work displaced or deferred.

Can the organization deliver it credibly?

Balanced mix
5 initiatives · delivery load 10 · relative investment 10
Leadership ownership: Learning and development leader with functional owners, Talent development leader with manager enablement, Manager development leader with local executive sponsors

Priority coverage
3 initiatives · delivery load 5 · relative investment 5
Leadership ownership: Talent development leader with manager enablement, Operating leader with finance, workforce, and portfolio owners, Assign a culture or people owner with protected audience scope and check-in cadence

Lean credible set
5 initiatives · delivery load 9 · relative investment 9
Leadership ownership: Learning and development leader with functional owners, Talent development leader with manager enablement, Manager effectiveness leader with business-unit leaders

DELIVERY TEST

Choose work the management system can carry.

Test ownership, manager capacity, operating rhythm, time to signal, safeguards, and the practical sequence of work.

A focused 30-minute decision conversation

3 MIN	**Frame**	Confirm the business decision and current capacity
10 MIN	**Compare**	Use the value map and option profiles to expose tradeoffs
10 MIN	**Stress-test**	Challenge delivery assumptions, conditions, and timing
7 MIN	**Decide**	Choose an option or name the evidence needed to continue

Choose the option whose supported benefit is worth the delivery load the organization can carry now. Record any conditions or evidence needed before implementation.

Explore the analysis behind this decision

In the app, authorized leaders can review the underlying Rank and Drivers analysis.

RANK

Review the exact evidence wave

The ranked outcomes and survey priorities provide the starting point for this decision.

Rank analysis, in the app

DRIVERS

Review the longitudinal Driver analysis

Changes over time and supporting evidence explain the priorities behind this portfolio.

Drivers analysis, in the app

Employee Engagement · Organization-wide · Quarterly Engagement Pulse

Evidence receipt bd9c64ff0dbfce4c

Balanced mix

OPTION 1 · Current Portfolio selection

Balanced tradeoff

ESTIMATED COVERAGE

44–66%

RELATIVE DELIVERY EFFORT

10 points

RELATIVE BUDGET LOAD

10 points

WORK INCLUDED

- Build role-based capability pathways
- Introduce quarterly career-growth conversations
- Equip managers to coach, prioritize, and remove barriers
- Run a capacity and demand reset
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 2 linked · P2: 2 linked · P3: fit not assessed · P4: 2 linked · P5: 1 linked · P6: fit not assessed

Priority coverage

OPTION 2 · Alternative portfolio

Lower delivery load

ESTIMATED COVERAGE

24–41%

RELATIVE DELIVERY EFFORT

5 points

RELATIVE BUDGET LOAD

5 points

WORK INCLUDED

- Introduce quarterly career-growth conversations
- Run a capacity and demand reset
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 1 linked · P2: 1 linked · P3: fit not assessed · P4: 1 linked · P5: fit not assessed · P6: fit not assessed

Lean credible set

OPTION 3 · Alternative portfolio

Higher supported reach

ESTIMATED COVERAGE

45–66%

RELATIVE DELIVERY EFFORT

9 points

RELATIVE BUDGET LOAD

9 points

WORK INCLUDED

- Build role-based capability pathways
- Introduce quarterly career-growth conversations
- Establish a manager one-to-one and feedback standard
- Establish visible career paths and internal mobility routes
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 3 linked · P2: 2 linked · P3: fit not assessed · P4: 2 linked · P5: 1 linked · P6: fit not assessed