

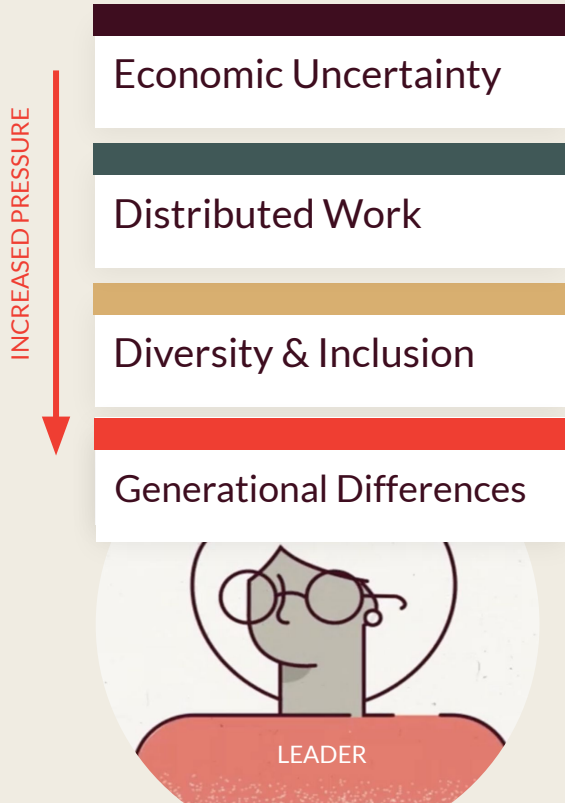
OUR MISSION

Torch exists to
unlock the
potential of
people, teams,
and organizations



WHAT WE HEAR

The world of work **has changed**



Leadership skills needed today



Traditional Skills

- Driving results
- Building effective teams
- Communication
- Developing talent



New Skills

- Remote culture-building
- Inclusive leadership
- Managing ambiguity
- Interpersonal savvy

placing **new demands** on leaders



JOURNAL REPORTS: LEADERSHIP

What Good Leadership Looks Like Now vs. Pre-Covid

The pandemic has changed the essential qualities displayed by leaders of the best-run companies

Competencies

2020

- Builds effective teams*
- Drives engagement*
- Communicates effectively*
- Collaborates
- Cultivates innovation*

2022

- Global perspective
- Manages ambiguity
- Interpersonal savvy
- Collaborates
- Instills trust

MIT Sloan Management Review

RESEARCH HIGHLIGHT

Relational Power Is the New Currency of Hybrid Work

In the new world of work, managers cannot rely solely on traditional hierarchical power structures.



We Are Becoming A PowerSkills Economy

First, we have to focus our energies beyond “technical skills” ... and **take PowerSkills (often called SoftSkills) seriously, because they are the “hard skills” of the future.**

You should define these skills, talk about them, reward them, and continuously develop them.

INSIGHT

Leadership competencies of the best-managed companies **have changed dramatically in just two years.**

TRADITIONAL APPROACHES

Current methods *aren't an effective way* to develop these skills

Traditional Learning Approaches



- ⊗ **Low completion:** Most learners **don't complete** the online courses they start with completion rates between **5% and 15%**
- ⊗ **Easily forgotten:** Learners **forget 75%** of new information after only 6 days
- ⊗ **Low trust:** **67%** of executives say their leadership development **programs don't work**

THE SOLUTION

Coaching is designed to help leaders overcome these challenges



Personalized

Coaching is tailored to the strengths and opportunities of the individual in the context of their day-to-day work.



Safe

People grow most in the context of trusted relationships where they feel psychologically safe and supported.






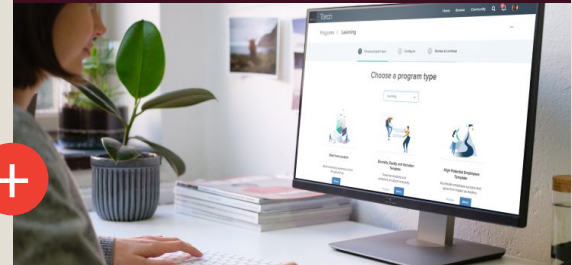


Accountable

Regular meetings to check in on progress towards goals helps individuals stay committed to their plans for growth.

86% of leaders agree that personalized leadership development such as coaching and mentoring achieve better results than more passive forms of learning

Torch's platform uniquely combines...

<h2>Access to Experts</h2> 	<h2>Behavioral Science</h2> 	<h2>Scalable Technology</h2> 
		
<p>Access to experienced coaches and mentors to amplify growth</p>	<p>A platform built on the science of personality, leadership, and development</p>	<p>Intuitive & powerful technology to design, manage, and measure programs</p>

← ALIGNED WITH →

The **skills** you want

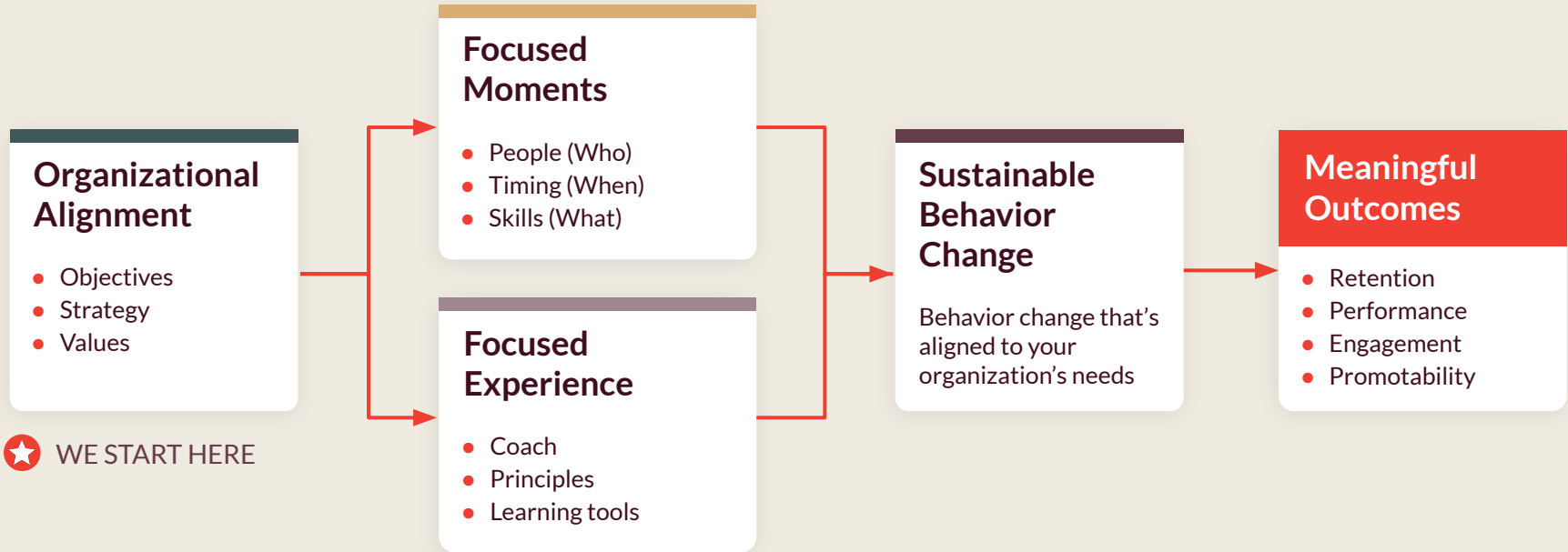
Your org's **values**

The **programs** you run

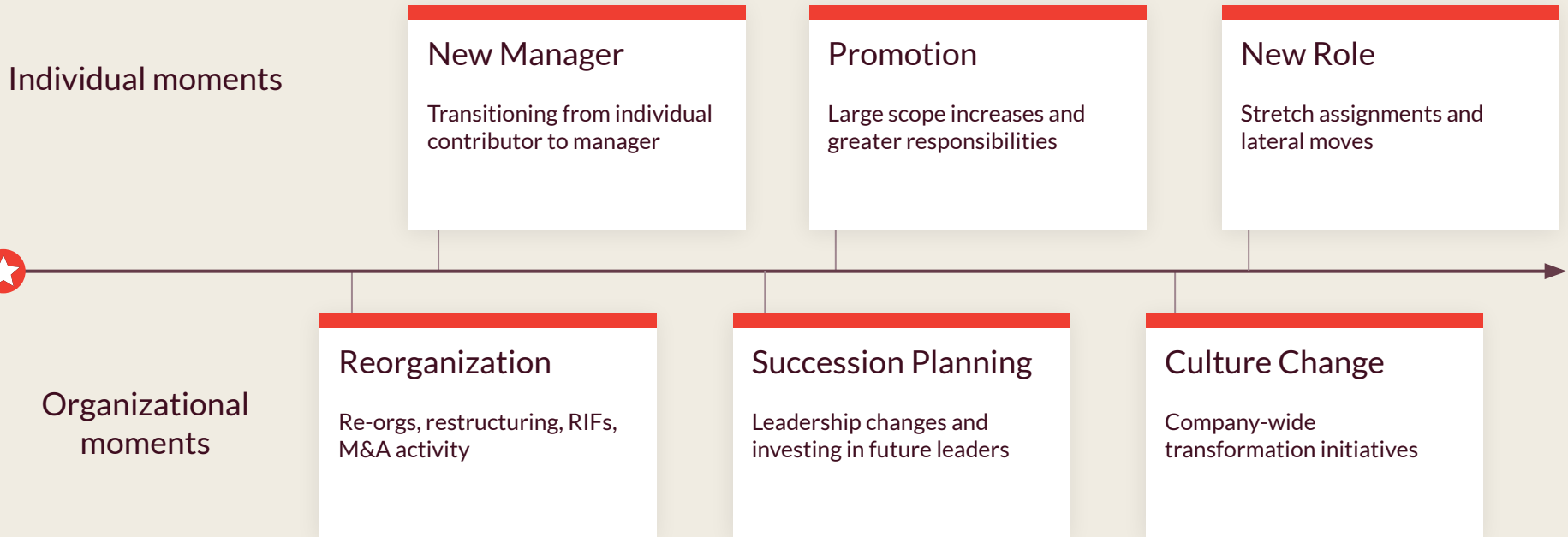
The **data** you need

Torch Approach to Coaching

Torch coaching creates sustainable **behavior change** that advances your **organization's strategy** and delivers **measurable outcomes** for your people and your business.



What are Moments that Matter?



Torch's approach to measuring ROI

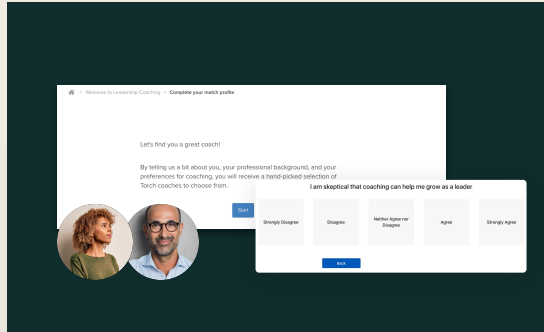


Katzell Hierarchy popularized by Kirkpatrick

Ensure the right match

Multi-factor algorithm aligns employee needs to coach strengths

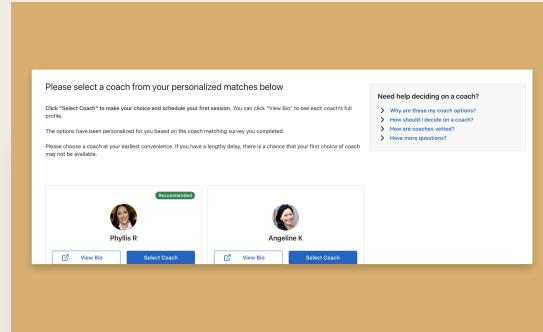
96%
match
success



Technology



Torch's algorithm matches participants and coaches based on a match survey which collects information on career, style, and coaching outlook.



Match Team



The Match Team is a dedicated team of humans that reviews all matches generated by the algorithm and curates recommended coaches for each learner.



Learner



Learners choose from three recommended coaches after reviewing each coach's operational background and focus areas.

LEADERSHIP COACHING

Exceptional coaches



EXECUTIVE
TIER

VP to C-Level

CORE TIER

Director to Sr. Director

EMERGING
TIER

IC to Sr. Manager

Rigorous vetting returns **7% acceptance**
and **96% coachee satisfaction**

10+

Average years
coaching experience

80%

Hold an
advanced degree

17

Languages supported
around the world

85%

Have substantial
management experience



TORCH DIFFERENTIATION

Flexible so we can deliver **your strategy, not ours**

Other vendors' methodologies are often inflexible and their POVs are limiting for organizations who have their own leadership frameworks.

Torch delivers our customer's strategy, embedding their unique skills, competencies, and values throughout the entire experience.

"I love how engaging Torch's platform is; it enables... innovative experiences that can be customized to organizational and individual needs."

BRAD PALMISANO
DIRECTOR OF LEARNING & DEVELOPMENT, CASTLIGHT



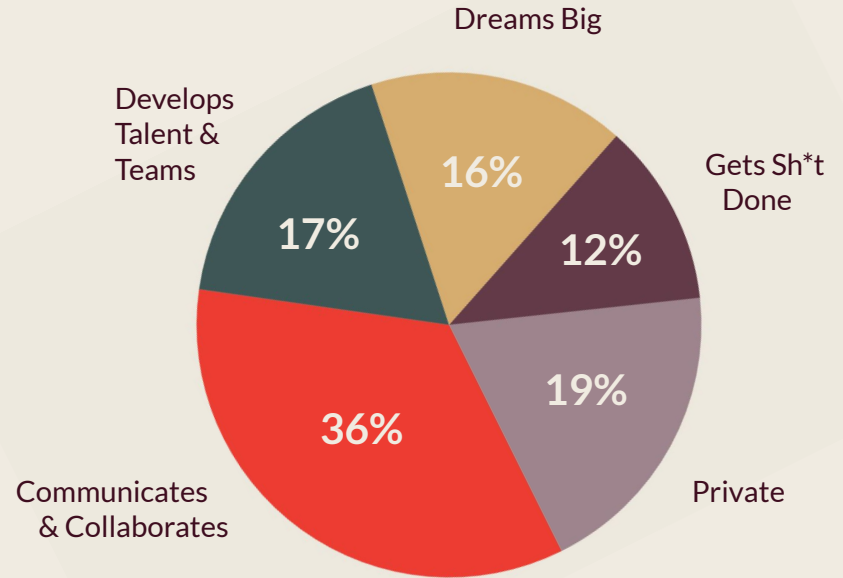
Castlight

Configurable

Integrated

Scalable

Measurable



Pictured above: LinkedIn customized their 360 and learning goals so users could create action items aligned to their leadership pillars

