

## Sounding Board

Sounding Board provides a coaching management platform that enables human resources (HR) and business leaders to support leadership development at scale, with digital tools to support coaching logistics and track both 1-1 and group coaching provided by either Sounding Board's global network of coaches or a company's own network of coaches.

- Companies can use Sounding Board's prebuilt leadership capabilities (such as interpersonal skills, conflict management, time management, and executive presence) or create their own, and design the type and duration of coaching needed for individuals or groups.
- Proprietary technology matches coaches with coachees based on interpersonal styles, demographic data, and job role or function.
- A comprehensive dashboard provides users with access to goals and objectives, scheduling, and surveys and assessments that enable them to track progress toward goals and the impact on business and personal objectives.
- Administrative tools help leaders create, track, and manage their learning and development and coaching programs, with prebuilt customizable templates and dashboards.



### FROM THE SUMMIT

Sounding Board helps leaders rethink leadership development and scale the benefits of coaching to a broader employee population, with digital tools for onboarding, scheduling, matching, and tracking, as well as access to Sounding Board's global network of professional certified coaches.



### DEEP DIVE

Coaching is one of the best ways employees learn, but is often limited to a small group of employees. Sounding Board enables companies to cost-effectively scale coaching to a broader population while tracking both tangible and intangible outcomes. It also supports "multi-modal" development programs, including mentoring and on-demand coaching and integration of other development content.



### LONG VIEW

Opportunities for career development are second only to salary as factors for employee attraction and retention, and employees say they learn best through coaching. Extending coaching across the organization helps companies attract, retain, and upskill talent to build a more robust management pipeline.



**MONEY:** Sounding Board drives down the cost of providing coaching while driving consistent measurement, tying specific leadership goals and coach-enabled development objectives to tangible business results.



**MARKET:** Beyond just coaching solutions delivered through its global network, Sounding Board differentiates itself as a software solution that can be used to manage and scale multi-modal development programs.



**PEOPLE:** Providing coaching to a broad employee base helps improve retention and meet diversity, equity, and inclusion (DEI) goals by supporting leadership development at all levels of the organization.



**TECH:** Sounding Board's platform approach enables integration of existing learning resources and coaches and easy customization of programs. An open API supports data integration between it and other HR and talent management applications.