

# Welcome to personalized 1:1 development powered by GrowthSpace



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# FREQUENTLY ASKED QUESTIONS

## WHAT'S GROWTHSPACE?

GrowthSpace is the only outcome-driven talent development platform that provides personalized one-on-one coaching, mentoring and training to employees at all levels of the organization.

## WHAT MAKES GROWTHSPACE OUTCOME-DRIVEN?

Every GrowthSpace program starts with the crucial step of defining its goals and numerical metrics for success. Next, participants are matched with the best-fit experts to help them achieve their goals. That way, programs are innately designed to promote employees' growth and drive the needle on business and organizational KPIs.

## HOW DOES IT WORK?

Each participant is matched with an expert according to their experience, background, and goals for the program. They meet online for a growth sprint, which typically includes 5 one-hour sessions.

## WHAT'S THE DIFFERENCE BETWEEN A COACH, MENTOR AND TRAINER?

In short, coaches are ICF-certified and focus on power skills, such as leadership, communication, and productivity. Mentors have vast experience in specific roles and/or industries and they advise on best practices. Trainers help develop specific skills, such as sales or negotiation skills. At GrowthSpace, they are all referred to as experts.

## WHAT'S IN IT FOR ME?

The program supports participants' growth around specific development needs & challenges. Working with a dedicated expert, this experience will help you grow and achieve your professional goals.

## WHAT SKILLS CAN ONE WORK ON?

GrowthSpace offers a pool of +1,500 experts with 70+ areas of expertise that include both soft and hard skills. Some of the most popular skills are leadership, career planning, communication, productivity, management, client management, and best practice exchange. Here is the [Skills Table](#) with the full list of skills.

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# FREQUENTLY ASKED QUESTIONS

ARE 5 SESSIONS ENOUGH  
TO SEE REAL PROGRESS?

Yes, it is! It is important to say that what participants get is proportional to what they put in. The experts guide and provide resources, but it's up to participants to put what they learn into practice.

ARE SESSIONS  
CONFIDENTIAL?

Absolutely. All experts sign a strict confidentiality agreement, and nothing discussed in the sessions will ever be shared with anyone. We encourage participants to speak openly with their experts to maximize their growth.

WHAT'S THE TIME  
COMMITMENT FOR  
PARTICIPANTS?

The program consists of 5 one-hour sessions. After each session, experts typically provide resources or assignments that take up to 30 minutes. Sessions are usually scheduled 1 to 2 weeks apart, so programs usually take 6 to 8 weeks to complete.

WHAT'S REQUIRED  
FROM PARTICIPANTS'  
MANAGERS?

Before the program starts, participants and managers are expected to hold an alignment meeting to identify the focus area and specific skill set to work on. After the program ends, managers provide written feedback on their employee's progress. Managers are encouraged to discuss the program in their weekly meetings with participants.

CAN ONE ASK  
FOR A REMATCH?

This doesn't happen often, but if a participant is not satisfied with their expert, they can reach out to the program manager after the first session and ask to get rematched.



## HOW IT WORKS

1

### GOAL SETTING

Participants and their managers set the **goals to achieve** in the program

2

### EXPERT MATCHING

An algorithm picks the top matches from a pool of **1500+** experts in **60+ languages**

3

### FOCUSED SPRINT

Participants meet their experts online for **5 one-hour** sessions over **6-to-8** weeks

4

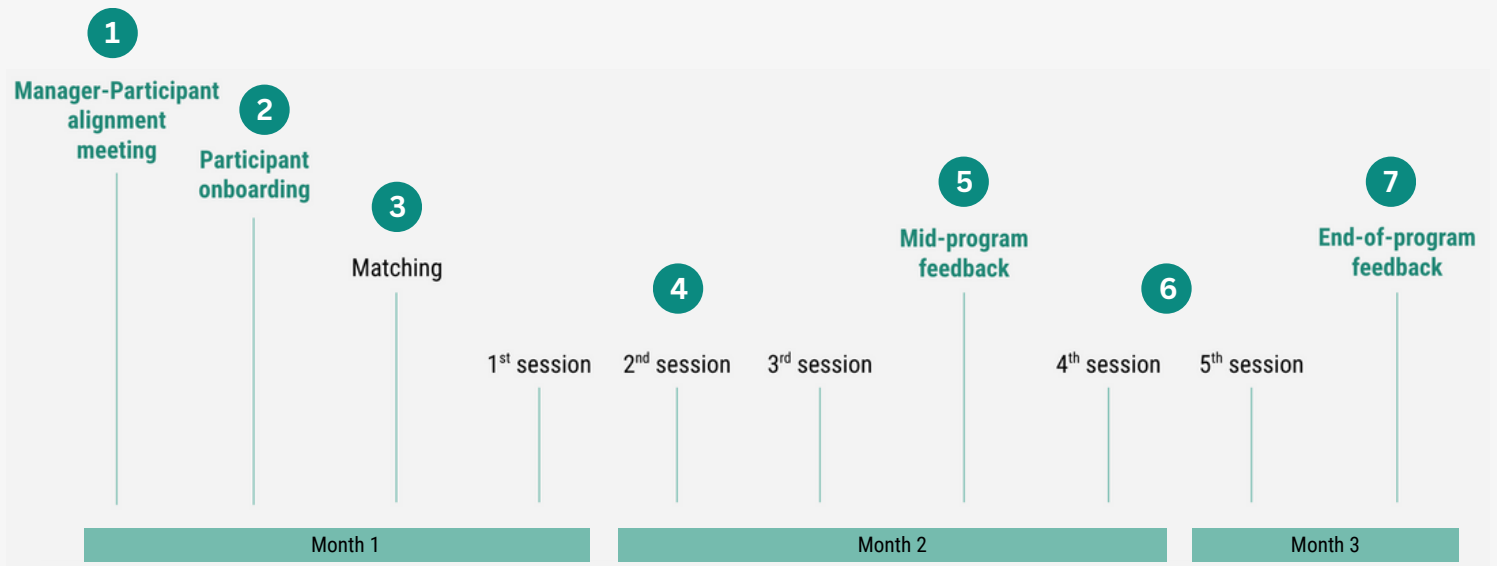
### SUCCESS MEASUREMENT

Success is measured against predetermined **KPIs**, managers' and participants' **feedback**



# PARTICIPANT JOURNEY

## TIMELINE





# PARTICIPANT JOURNEY

## STEP-BY-STEP

- 1 Manager-Participant alignment meeting.** Participants and their direct managers meet to identify the focus area and specific skill set they should work on to propel their growth and achieve their goals.
- 2 Onboarding.** Participants fill in a short online questionnaire with information about their experience, background, and goals for the program.
- 3 Matching.** GrowthSpace's algorithm processes all the information and finds each participant the best match possible from a pool of 1500+ experts.
- 4 Sessions 1-3.** Participants receive an email with the expert's details and an invitation to schedule their sessions. If after the first session a participant is not satisfied with the match, they can ask to get rematch.
- 5 Mid-program feedback.** Participants are asked to provide feedback about their experience and progress toward their goals.
- 6 Sessions 4-5.** Participants meet with the expert for two last sessions.
- 7 End-of-program feedback.** Participants and their direct managers are asked to provide feedback about the program and the impact it had on their goals.

# TESTIMONIALS

## WHAT PEOPLE ARE SAYING ABOUT GROWTHSPACE

"For years we tried measuring impact aligned to the business KPIs with employee development, and we couldn't get it done, too labor intensive and complex. It's amazing what GrowthSpace has done. The Fortune 500 should be knocking down your door."

**Janet W., L&D Strategist**

"I felt open to honestly discuss areas I need to improve upon and really appreciated that my coach asked permission to give advice rather than assuming I wanted it."

**Jordan J., Participant**

"I see results at every level of the organization, just from the 14 employees who have gone through this already."

**Laura M., R&D Director**

"Every session I walked away with tangible action items and prompts to continue my growth between sessions. By the end of the program, I had even created assets that I was able to use right away in my everyday job tasks."

**Harriet T., Participant**

"I found a mentor that's the best I've ever had and who truly pushes me down new neural pathways. I've broken barriers I've imposed on myself that have held me back in growing in my career."

**Holly J., G2 Reviewer**

"Knowing that my team can manage all vendors and talent development solutions in one place means we are able to move quickly and hit the business KPIs we set out to achieve."

**Galit G., EVP HR**

"My skills are quite niche and I had some worries about the mentor fit. My mentor was very knowledgeable and knew many things that I related to in my day-to-day work as a new manager. My tasks were paced well and provided real value to my learning and experience."

**Tal K., G2 Reviewer**

"I really liked how easy it was to schedule the appointments with my coach... (the platform) reminded me to make my appointments so it doesn't fall into the shuffle with all your other day-to-day activities and the process was very simple and intuitive."

**Steve G., G2 Reviewer**

**GrowthSpace has been ranked by G2 as top 5 in four categories:**

Mentoring, Coaching, Career Management & Training Management Systems

