

Develop your people with high-touch coaching delivered by trained professionals

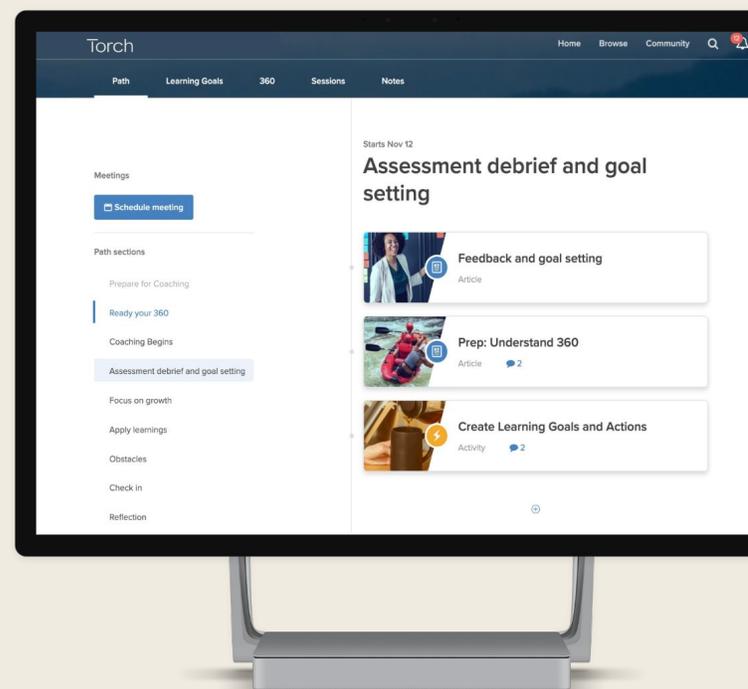
# Torch

Managers are critical to the success of their teams. Unfortunately, most managers don't receive the training or support they need to succeed in their roles.

With Torch, you can provide a personalized developmental experience where your managers partner with professional coaches to maximize performance and become more effective leaders.

Recent research shows over 70% of coaching participants see an improvement in work performance and effective communication, with coaching ultimately resulting in a 5-7x return on a company's investment.\*

Coaching helps participants identify specific challenges and develop a plan to achieve their organizational goals. Common themes for both new and experienced engineering managers include tailoring communications to their audience, navigating challenging conversations, giving feedback, developing executive presence, and cultivating healthy team culture.



\* "Benefits of Coaching," Institute of Coaching, 10 May 2021

Torch Coaching helps your managers become more effective leaders so you can achieve your organizational goals.

## Increase self-awareness

Coaches act as a sounding board to improve a self awareness and identify opportunities for growth—whether that’s through two-way dialogue or Torch’s 360 leadership assessment

## Address skills gaps

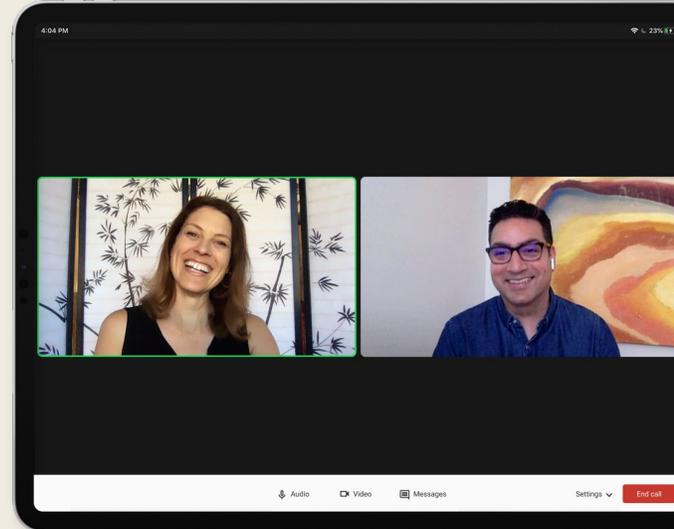
Coaching helps participants hone specific skills essential to being a good manager. Engineering participants have shown significant improvements in clear communication, performance management, culture-building, and executive presence.

## Measure what matters

Torch reporting provides leaders and learners with the data needed to show success. Our assessments include peer feedback to move beyond self-reported metrics and measure what truly matters: behavior change.

“Torch has been an invaluable resource for me and my team. It has helped me navigate many difficult situations, and I don't know how I would have done it without Torch.”

— Steve Huffman  
CEO of Reddit



## What you'll get with Torch coaching

- **Exceptional, certified coaches** who bring real-world operating experience to the table with flexible partnership lengths
- **Personalized matching** based on each participant’s needs and coach’s strengths. We have a 96%+ match success rate
- **Configurable 360 leadership assessment** to evaluate participants across key leadership dimensions and identify skills to develop
- **Structured coaching paths** that incorporate best practices such as articles, digital content, assessments, and more
- **Personalization capabilities** which allow coaches to easily share & discuss resources specific to each participant’s needs
- **Flexible learning goals** that allow participants to gather stakeholder feedback and track progress
- **Centralized reporting & analytics** that measure engagement, satisfaction, and behavior change