Coacha

www.coacha.co

The people performance platform

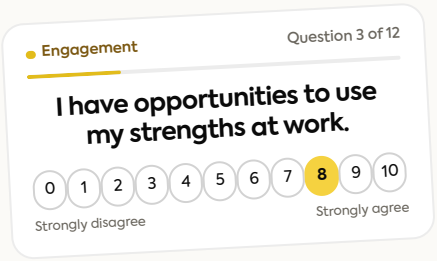
Businesses grow when people do.

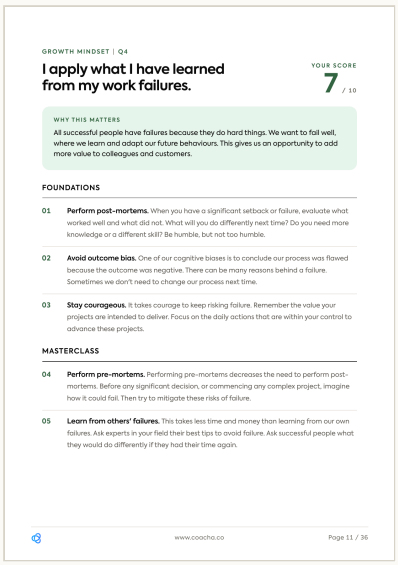
Coacha gets the feedback your organisation needs, then helps every person, team and leader grow from it.

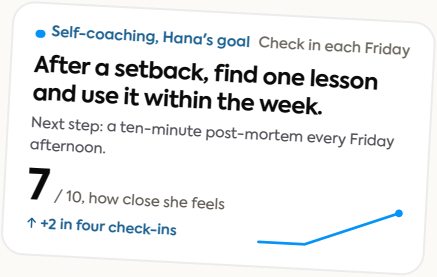


What Coacha does

We get the feedback your organisation needs, then help every person, team and leader grow from it.







Feedback

Short, honest answers, on any device.

Insight

A report each person keeps, and a clear view for every team.

Growth

Practical next steps, coaching and a buddy to keep them going.

WHY IT WORKS

Most people platforms compete on administration: scheduling surveys, storing reviews, chasing completion. That work matters, and in Coacha it is simple and done. Our investment goes into the people science: the questions we ask, and how we help people get better and stay better.

WHAT CHANGES

- **Leaders who see their impact, and grow it**
- **People who own their development**
- **Teams that know what to work on together**
- **HR with one clear view of every team**

An integrated platform

Each area is complete on its own. Use one, or bring several together on one platform.

Perform

Self-leadership

Personality 5

The five traits that shape how each person works.

Energy and Time

A monthly check on the habits that protect energy and focus.

Performance appraisals

Reviews written by both people, ending in an agreed next step.

Lead

Leadership and teams

Triple Intelligence Leadership

How each leader thinks, feels and connects.

Leader 360

How team, peers and manager see a leader, beside their own view.

Winning Teams

What makes a team win, asked of the team itself.

Sell

Selling that creates value

Value-Centred Selling

How each salesperson creates value for clients.

Value-Centred Sales Leadership

How sales leaders build a team that sells on value.

Sales actions

Plan the actions that move deals each week, then record what got done.

Engage

How people experience work

Engagement survey

A short survey on how people experience work, in their own words.

Organisational reporting

Every team side by side, what people said, and what changed.

Coach

Coaching and learning

Learning library

Practical resources for every result, as modules people work through.

Self-coaching

Ten prompts that take a person from a goal to a step they will take.

Buddy coaching

Two colleagues meet on a rhythm and keep each other going.

One platform underneath

People and teams · Reports · Learning library · Coaching · Reminders

How it works

One rhythm for the whole organisation: ask, see, act, and see what changed.

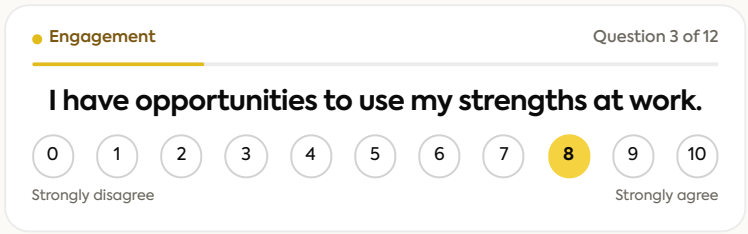
1 Choose what to ask

Pick the areas, the teams and the timing. Rounds open on schedule, and reminders go out for you.



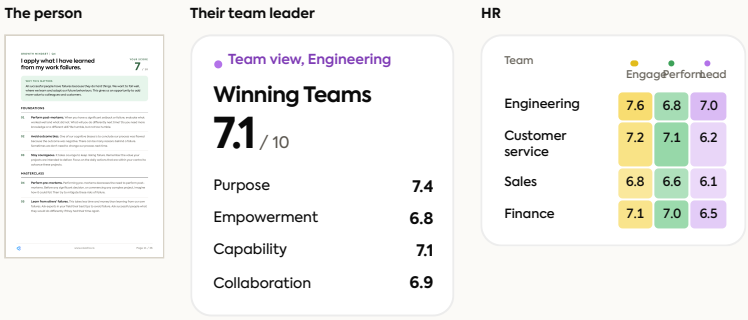
2 People answer in minutes

One question at a time, on any device.



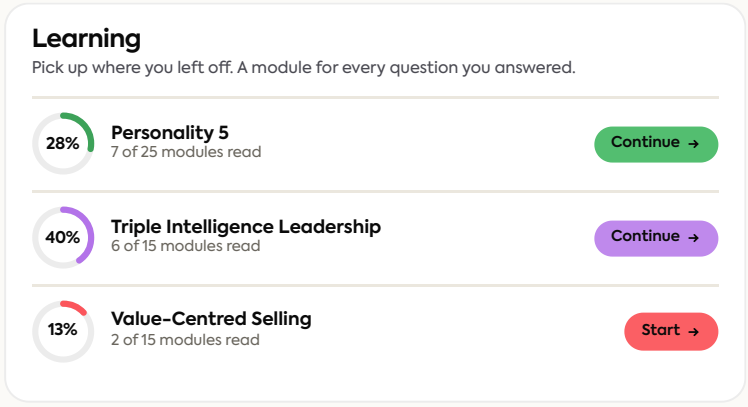
3 Everyone gets their view

Each person reads their own report. Team leaders see their team. HR sees every team side by side.



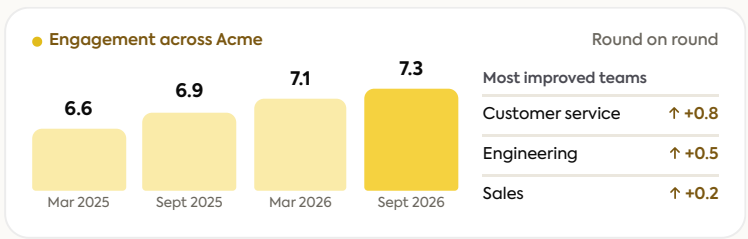
4 People act on it

Development for every question, coaching goals, buddy coaching and weekly sales actions keep it moving.



5 See what changed

The next round shows the change for each person, each team and the whole organisation.



Perform

SELF-LEADERSHIP

Know how your people work, and help every one of them grow.

THE CHALLENGE

Performance conversations too often start from memory, and development plans are rarely about the person in front of you.

WHAT COACHA DOES

Perform gives every person a clear, private picture of how they work and where their energy goes, then links each result to practical next steps and to the conversation with their team leader.

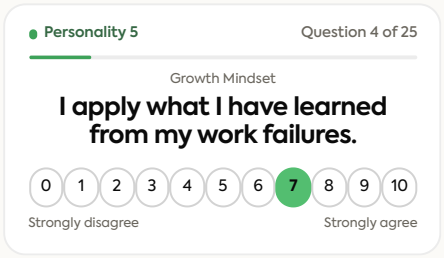
IN PERFORM

Personality 5

The five traits that shape how each person works, and what to do with them.

25 statements, about five minutes

Their own results are theirs alone.



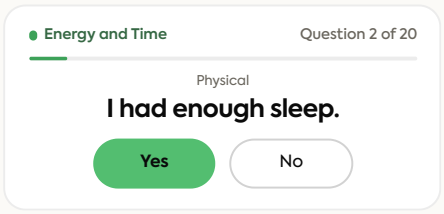


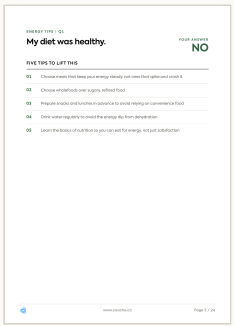
Energy and Time

A monthly check on the habits that protect energy and focus.

20 yes or no questions, a few minutes a month

Their results and trend are theirs alone.



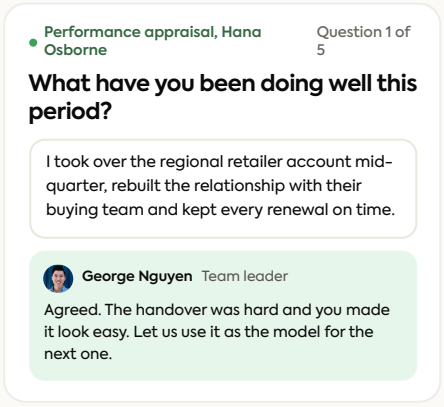


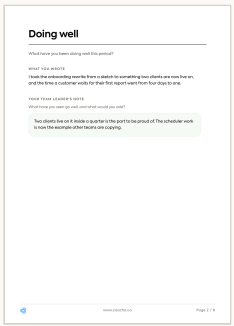
Performance appraisals

Reviews written by both people in them, ending in an agreed next step.

Five questions, written by both people

The person writes first, their team leader responds, HR keeps the record.





Lead

LEADERSHIP AND TEAMS

Leaders who see their impact, and teams that work.

THE CHALLENGE

Most leaders rarely hear how they are experienced, and team problems surface late.

WHAT COACHA DOES

Lead develops how a leader thinks, feels and connects, sets their own view beside how others experience them, and asks each team what helps it win.

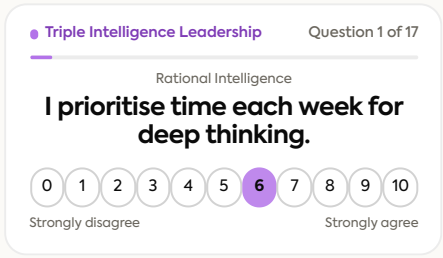
IN LEAD

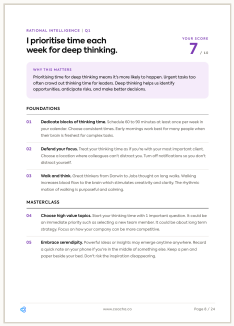
Triple Intelligence Leadership

How each leader thinks, feels and connects, and where to grow.

15 statements and two reflections, about five minutes

Their own results are theirs alone.



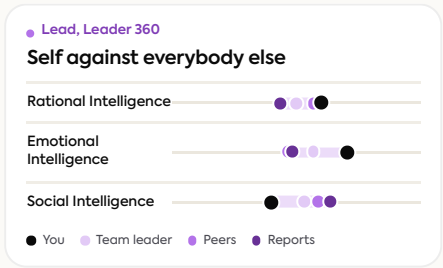


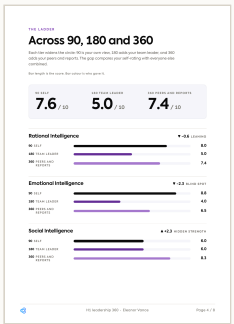
Leader 360

How a leader's team, peers and manager see them, beside their own view.

Answered by their team leader, peers and reports

Read by the leader, and by HR when the round is on the record.



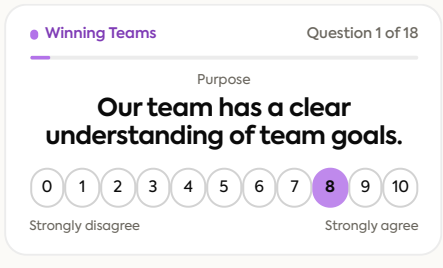


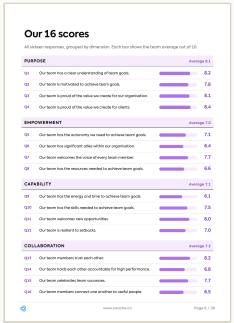
Winning Teams

What makes a team win, asked of the team itself.

16 statements and two reflections, every member answers

Read by the team leader and the organisation.





Sell

SELLING THAT CREATES VALUE

Selling that creates value, and the weekly rhythm behind it.

THE CHALLENGE

Sales training fades within weeks, and leaders see the number long before they see the behaviour behind it.

WHAT COACHA DOES

Sell develops the mindset and behaviours behind value-centred selling, then builds a weekly habit: plan the actions that move deals, and review what got done with the team leader.

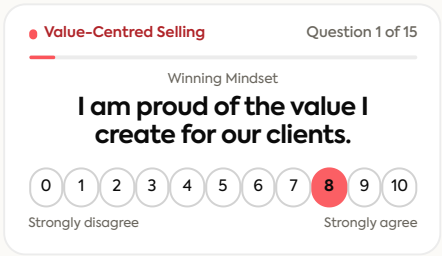
IN SELL

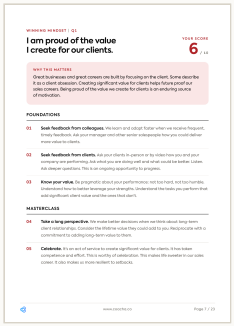
Value-Centred Selling

How each salesperson creates value for clients, and what to practise next.

15 statements, about three minutes

Their own results are theirs alone.



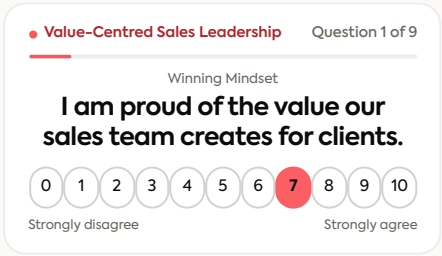


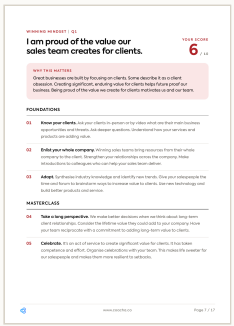
Value-Centred Sales Leadership

How sales leaders build a team that sells on value.

9 statements, about two minutes

Their own results are theirs alone.



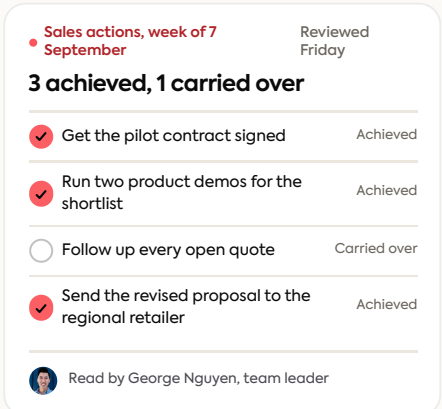


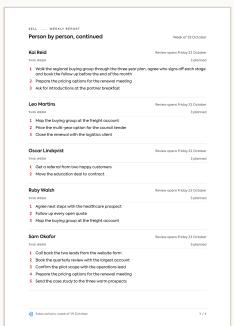
Sales actions

Plan the actions that move deals each week, then record what got done.

Three actions a week, up to five

Read by the salesperson and their team leader.





Engage

HOW PEOPLE EXPERIENCE WORK

Hear how people experience work, and know where to act.

THE CHALLENGE

Annual surveys produce a score and a slide, and nothing changes in the team that answered.

WHAT COACHA DOES

Engage runs a short survey across the organisation, then shows every team side by side, what people wrote and what changed round on round, so leaders know where to act.

IN ENGAGE

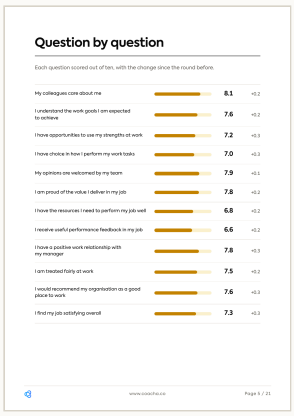
Engagement survey

A short survey on how people experience work, in their own words.

Twelve questions and one written answer

Read by leaders and HR, team by team.



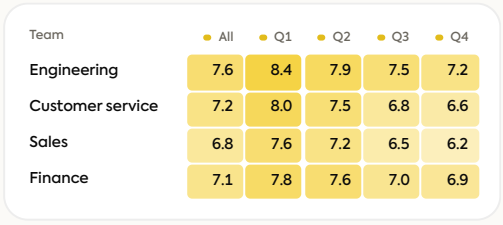


Organisational reporting

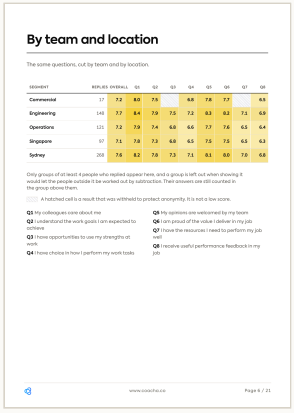
Every team side by side, what people said, and what changed round on round.

Every round, team by team

Every comment, word for word.



Team	All	Q1	Q2	Q3	Q4
Engineering	7.6	8.4	7.9	7.5	7.2
Customer service	7.2	8.0	7.5	6.8	6.6
Sales	6.8	7.6	7.2	6.5	6.2
Finance	7.1	7.8	7.6	7.0	6.9



Coach

COACHING AND LEARNING

Development that happens in the working week.

THE CHALLENGE

Coaching reaches a few senior people, and everyone else gets a course they rarely finish.

WHAT COACHA DOES

Coach puts every development resource in one library, gives each person ten prompts from a goal to a next step, and pairs colleagues to coach each other on a regular rhythm.

IN COACH

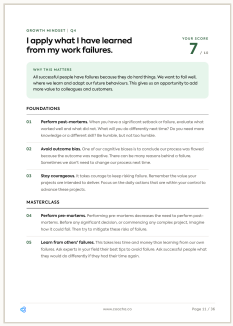
Learning library

Every result comes with practical resources, as modules people work through.

Open to everyone

Progress is private to each person.



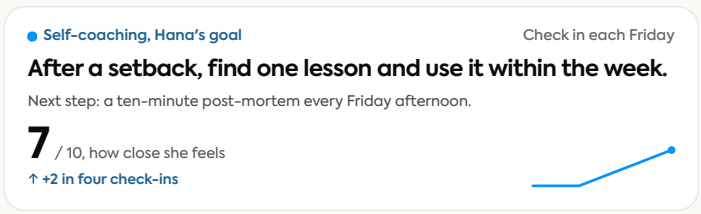


Self-coaching

Ten prompts that take a person from a goal to a step they will take.

Ten prompts, with check-ins

Read only by the person.

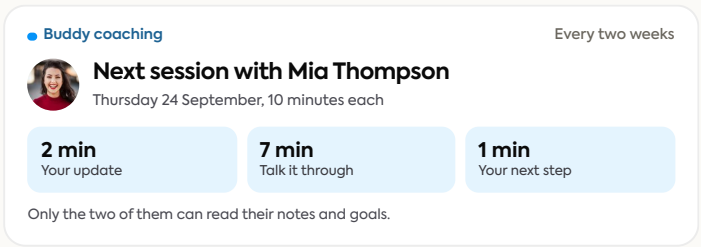


Buddy coaching

Two colleagues meet on a rhythm, set goals and keep each other going.

Ten minutes each, every week or two

Only the two buddies can read it.



For employees

One place for their own development: what to do next, their results, and the help to grow from them.

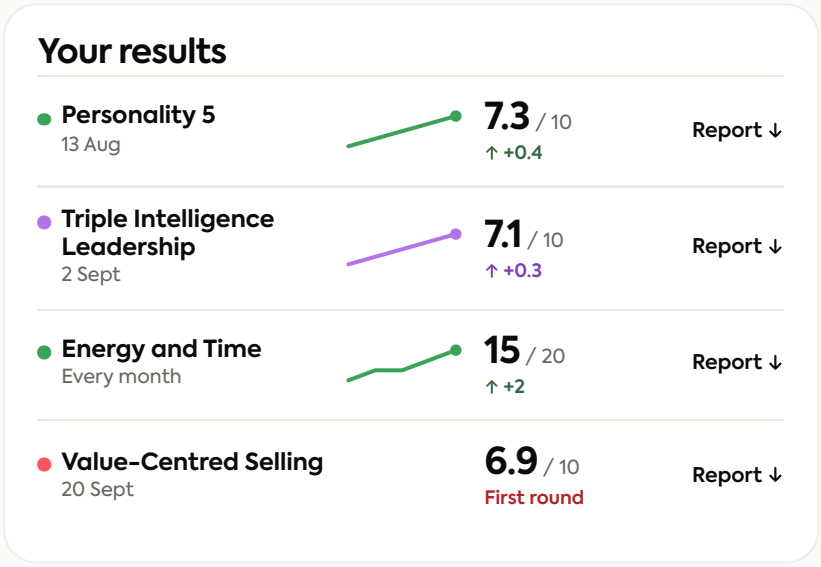
Know what is waiting

Home shows what is open for them, with one tap to start. Assessments, appraisals and feedback for colleagues each take a few minutes.



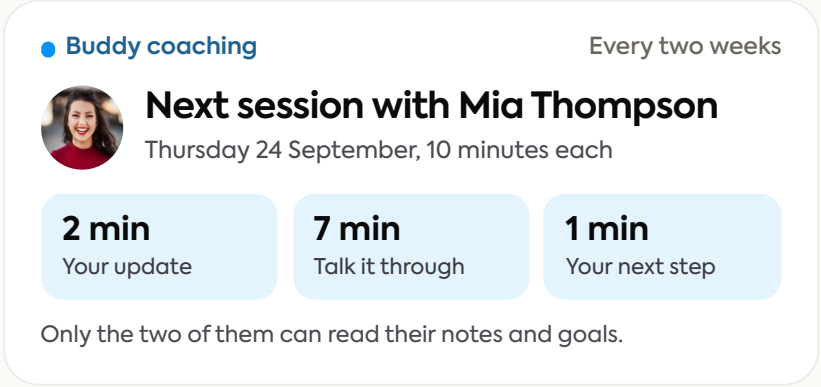
Results that are theirs

Their results and reports are private to them. They keep every report and see how each score moves, round on round.



Someone in their corner

Every result links to development modules, and a coaching buddy keeps the next step going.

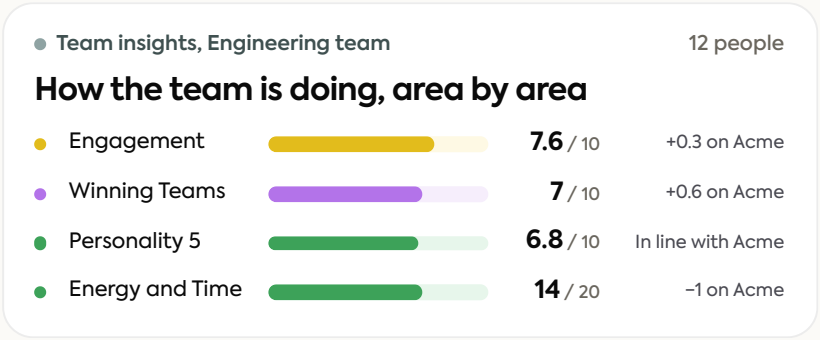


For team leaders

Their own development first, then insight into their team and everything they need to lead it.

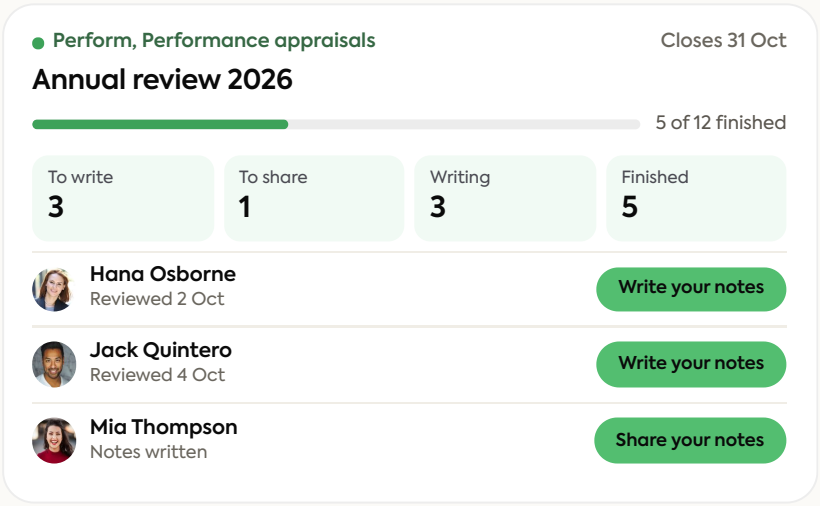
Team insights

How their team is doing in every area, beside the organisation.



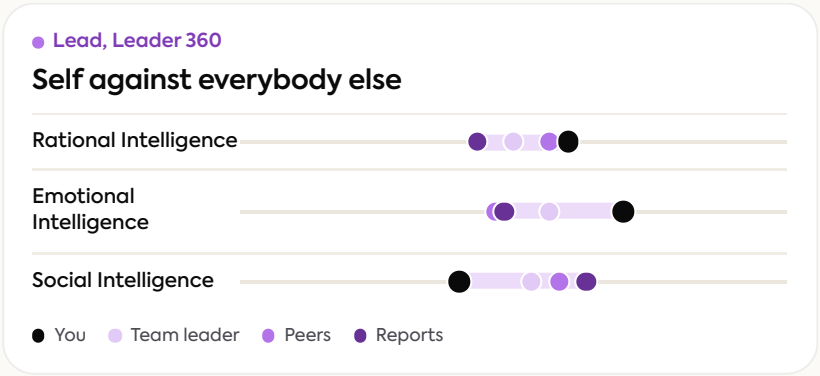
Appraisals for the team

Who has written, whose notes are due, and one tap to write or share them. HR keeps the record.



How they are seen

Their Leader 360 puts their own view beside their team leader, peers and team, so the gaps worth exploring are clear.



For HR and people teams

Organisational insight, every round running smoothly, and who it is waiting on.

Organisational insights

Every area, team by team, and how it is moving.

Team	Engagement	Personality 5	Winning Teams	Value-Centred Selling
Acme Corp	7.3	7.2	6.4	6.6
Engineering team	7.6	6.8	7.0	
Customer service	7.2	7.1	6.2	
Sales team	6.8	6.6	6.1	6.8
Melbourne sales team	6.8	7.0	6.3	6.3

Every round, live

Each running round shows how far it has got and when it closes. Reminders go out on the schedule you set.

Closes in 4 days
Personality 5
66%
finished
73 of 110

Closes 23 Oct
Engagement
70%
answered
328 of 468

Closes 27 Oct
Leader 360
52%
answered
135 of 260

Who it is waiting on

Teams with work outstanding, and the leaders to talk to, in one list.

Teams with work waiting



Sales team — 25 waiting
Led by Bilal Rahman
7 appraisals to write · 18 sales actions to read



Singapore sales team — 18 waiting
Led by Priya Shah
5 appraisals to write · 13 sales actions to read



Melbourne sales team — 17 waiting
Led by Marcus Bell
5 appraisals to write · 12 sales actions to read

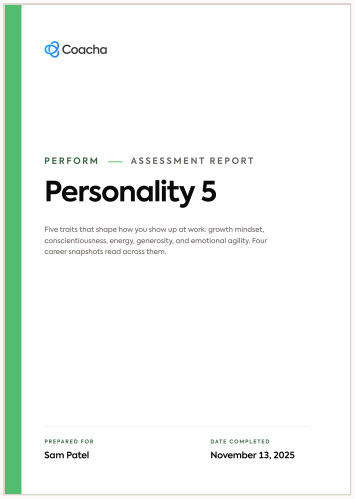
Reports people keep

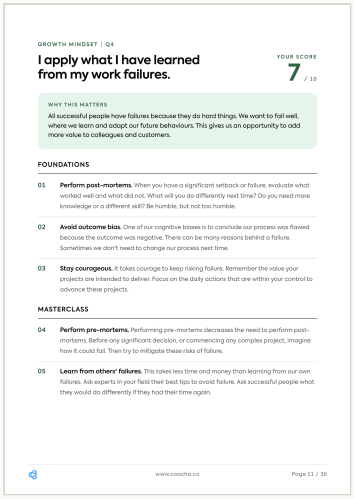
Every round ends in a document worth keeping: for each person, for their team leader and for the organisation.

For each person

Their own report for every assessment: every score, their strongest and weakest, and a page for every question with ideas to act on.

Personality 5, Triple Intelligence Leadership, Value-Centred Selling and more



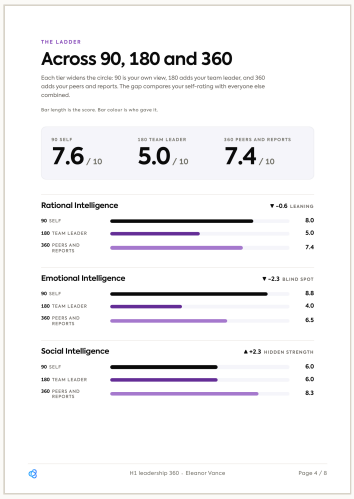


For team leaders

Their team's sales actions each week, person by person, and their own Leader 360, with how others see them beside their own view.

Sales actions team report, Leader 360



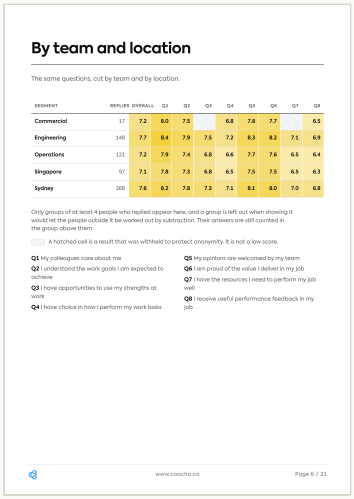


For the organisation

Every engagement round with each team side by side and what people wrote, and a summary of where every appraisal round stands.

Engagement survey report, appraisal round summary





How Coacha compares

Personality assessments describe individuals. Engagement tools survey the organisation. Coacha does both, adds the development and coaching that turn results into change, and is built for organisations from the start.

	Personality assessments	Engagement tools	Coacha
A personal profile for each person Strengths and working styles, in a report they keep	✓	—	✓
Leadership assessment and 360 feedback A leader's own view beside how others see them	Some	Some	✓
Sales capability and a weekly sales rhythm Value-centred selling, and actions planned and reviewed each week	—	—	✓
Engagement survey How people feel about work, in their own words	—	✓	✓
Every team side by side Results compared team by team	Some	✓	✓
Development for every question answered Why it matters, where to start, how to go further	—	—	✓
Coaching built in Goals, check-ins and buddy coaching	—	Some	✓
Change shown round on round The same questions, asked again	—	✓	✓
Built for organisations A view for HR, for team leaders and for every person	Some	✓	✓
One platform and one sign-in For all of it	—	—	✓

Typical of each kind of tool. Individual products vary.

Getting started

Live within a month, then a rhythm that keeps your people growing all year.

1

WEEK 1

A first conversation

What you want to move forward, and which areas fit.

2

WEEKS 1 TO 2

Set up

Teams and leaders, people imported from a spreadsheet, and who reads what.

3

WEEK 2

Launch

Invitations by email, sign-in with a code, and the first rounds open.

4

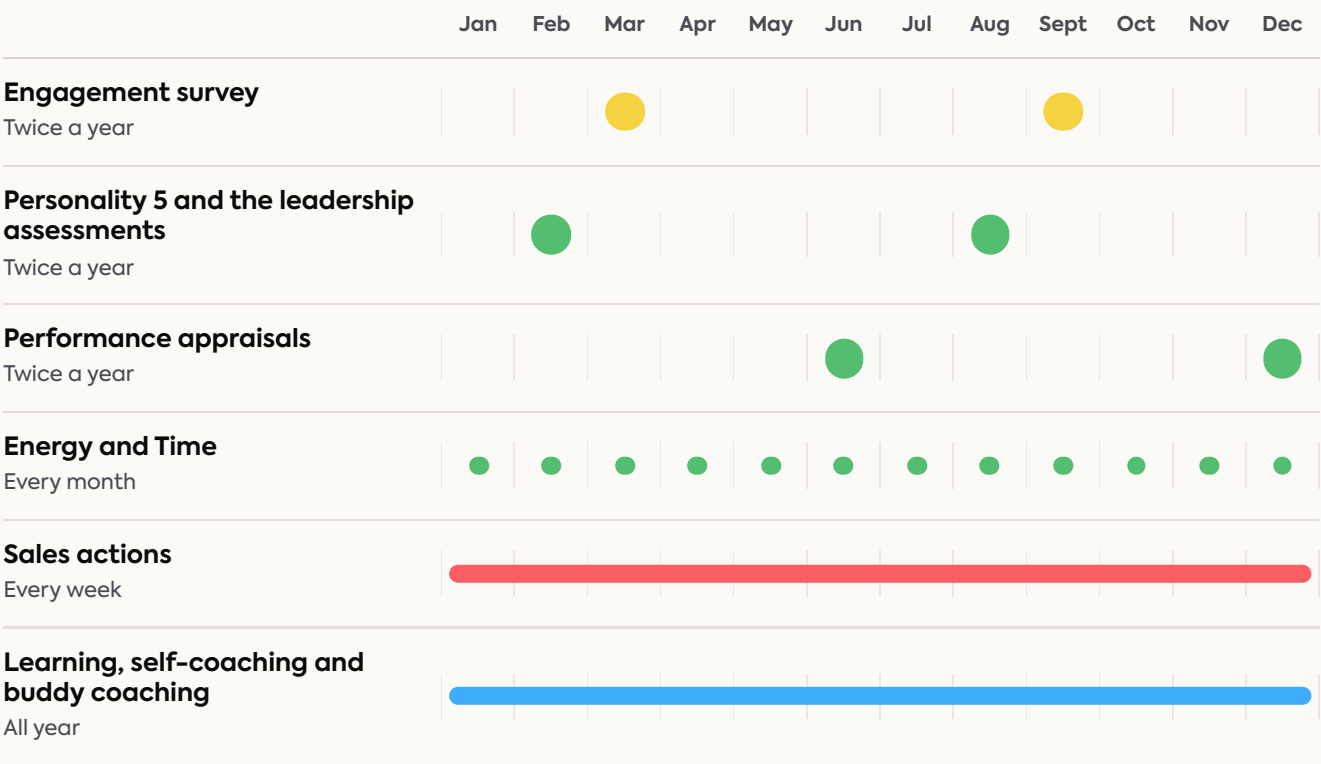
WEEKS 3 TO 4

First results

Reports for each person, each team leader and HR as each round closes.

A YEAR WITH COACHA

An example rhythm. You choose the timing, and every round shows what changed since the last.



Coacha

Businesses grow when people do.

See Coacha with your people in mind.

Tell us what you want to move forward, and we will walk you through the areas that fit.

Coacha

team@coacha.co

www.coacha.co