

# HOW SAYGE COACHING WAS A GAME-CHANGER FOR POSIT'S MANAGERIAL DEVELOPMENT

Company: **Posit**

Headquarters: **Boston, Massachusetts**

Industry: **Software Development**

Employees: **300+**

Challenge: **Developing Managers**

## Meet Kelly Poulson, Director of People Operations at Posit

Posit creates open-source software for data science, scientific research, and technical communication. As Director of People Ops, Kelly's time is primarily dedicated to employee relations and learning and development. A big focus of hers is educating managers and helping them develop and grow.



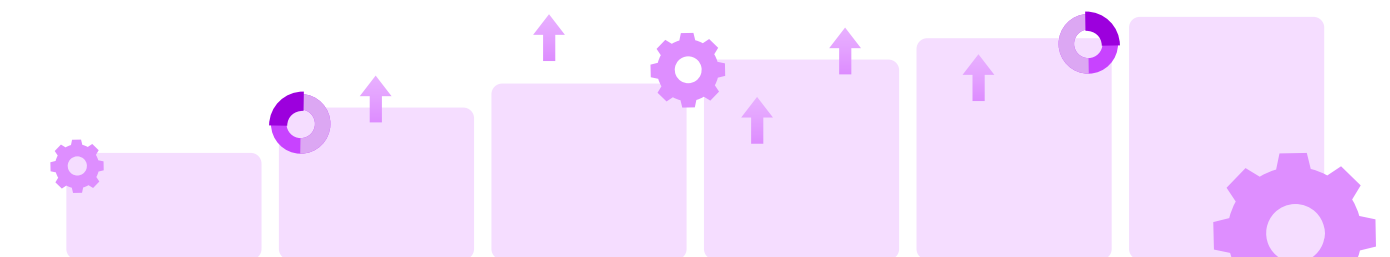
### The Challenge

## Making Managers More Effective Leaders

Posit had many recently hired and newly promoted managers across the business, but they were not equipped to do the work that was needed of them as managers. There was a significant skill gap that needed to be closed. At the same time, Kelly's HR team was looking to build career frameworks and implement a development program.

“We were mostly focused on managers because we know that they make an impact upwards and downwards. So if we can get them operating at the level we need them to, that can make a huge impact.”

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## The Results



**9.2/10 Satisfaction  
With Coach Match**



**High Satisfaction  
With Progress**



**Improved Team  
Feedback on Managers**

The impact of implementing a coaching program with Sayge was felt not only in numbers but also in overall engagement and morale. Because Sayge's program focuses on matching employees with coaches who are the right fit for their needs, participants were able to focus on areas that would truly help them develop in their professional and personal lives.

Feedback received from participants included feeling more confident and empowered with the following:

- ✓ Communicating clear expectations
- ✓ Making progress toward their career goals
- ✓ Asking for feedback
- ✓ Knowing how to collaborate with leaders



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*The biggest sign is that new hires are reaching out to me immediately and saying they want to participate.*

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*It's a cost-effective way to offer coaching under one umbrella while still having variety for the team with a group of different types of coaches available to them*

Due to how well-received the coaching program has been among team members, even new hires and executive team members began showing interest in being coached.

Implementing Sayge has allowed Kelly and her HR team to take a more hands-off approach to coaching, with peace of mind knowing that she has a trusted partner who facilitates a comprehensive, personalized coaching experience designed to scale easily.

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*I feel well equipped to manage the challenges of my new role, and I'm more effective and navigating change.*

— Sayge participant at Posit