Awesome People Leaders

Transforming Leadership Effectiveness with AI-Driven Insights

Challenge

In today's fast-paced business environment, leaders often fail to bridge the gap between what they're learning in training programs and the real-time challenges they face at work.

Engagement with traditional learning solutions remains low, with participation rates averaging just 30%. Both employees and leaders struggle to translate theoretical concepts into practical, real-time application—creating a critical gap between learning and doing. As a result, leadership development programs frequently fall short in addressing the critical challenges leaders face in the workplace. **Heather Polivka**, Founder & CEO of **Awesome People Leaders** (APL), is on a mission to close this gap at scale—leveraging AI to deliver timely, actionable support that drives real behavior change and performance improvement.

Solution

APL needed an AI partner that could help them achieve their goals. After an exhaustive search, they selected **The Engineered Innovation Group (EIG)** because of their multi-agent, AI powered platform, **Roxie AI**. APL now leverages Roxie AI as part of their technology stack to deliver leadership coaching content with AI-driven, real-time insights. Roxie AI empowers APL's platform to analyze a user's desktop activities so leaders receive immediate, context-rich insight on people dynamics—such as communication breakdowns, lack of trust, and underlying frustrations—directly within their existing workflow.

APL's Roxie AI powered solution identifies root causes and pairs insights with Awesome People Leaders' proprietary learning content and coaching resources in a highly personalized manner, in real-time. Leaders are better positioned, as a result, to respond skillfully and thoughtfully to challenges as they arise, rather than reacting impulsively to emails or messages.
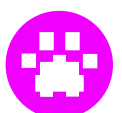
The result? A more effective, proactive leadership approach that fosters stronger teams and enhances productivity.

Key Benefits

- **Real–time, actionable insights**: APL + Roxie AI analyzes workplace interactions and provides managers with immediate feedback on team dynamics, helping them to address issues before they escalate.

- **Contextual learning integration**: The solution integrates learning directly into the workflow, ensuring that employees can apply new skills as they encounter real–world challenges.

- **Increased leader effectiveness**: With access to continuous coaching and learning resources, leaders are empowered to address root causes, show up as better leaders, and foster healthier work environments.

- **Scalable and personalized coaching**: The solution offers 24/5 access to coaching, creating a personalized, on–demand support system that empowers people managers and leaders at all levels.

Level up your leadership skills in real-time with the new AI Assistant from Awesome People Leaders!

More Team. More Done.
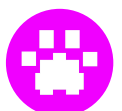
Outcome

With a successful prototype built in collaboration with EIG, APL has demonstrated that the combination of AI, proactive skill learning, and human coaching can deliver immediate impact. The solution enhances leadership effectiveness and drives measurable improvements in team communication, trust, and overall productivity. As organizations adopt this solution, it promises to revolutionize the way leadership development and coaching is delivered—moving away from siloed and separate training programs to a dynamic, integrated approach that supports leaders wherever they are, in real-time.

Why It Works:

This solution is a game-changer for organizations looking to enhance leadership effectiveness across their organization. It provides leaders with the tools and insights they need to improve team performance while reducing the typical time and cost constraints of traditional training programs. By integrating learning into the flow of work, it ensures that leaders are continuously growing, adapting, and refining their skills without interrupting their day-to-day responsibilities. This approach elevates individual performance and drives lasting, sustainable business results.

Ready to enhance your leadership effectiveness with AI? **Let's talk.**

More Team. More Done.
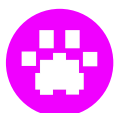
"**Roxie AI** analyzes what's happening in real-time on a desktop, serving up key insights about team dynamics—such as breakdowns in communication or lack of trust—allowing leaders to address root causes and show up as their best selves to their teams, peers, and clients."

Heather Polivka, Founder & CEO, Awesome People Leaders

About Roxie AI
Roxie AI is the Engineered Innovation Group's AI-powered orchestration and automation solution that integrates into your existing software and workflows to streamline business processes, enhance efficiency, improve productivity, and drive innovation.

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About The Engineered Innovation Group
We work with organizations to apply emerging technologies to unlock stranded value from your siloed software and systems.

More Team. More Done.