



Transforming Leadership Effectiveness with AI-Driven Insights

Challenge

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

Despite high engagement rates with existing learning solutions, employees and leaders frequently find it difficult to apply theoretical knowledge to immediate, real-world situations. This disconnect limits the effectiveness of leadership development programs and fails to address critical issues that arise on a day-to-day basis in the workplace. **Heather Polivka, Founder & CEO of Awesome People Leaders (APL)**, is committed to closing this gap at scale with AI.

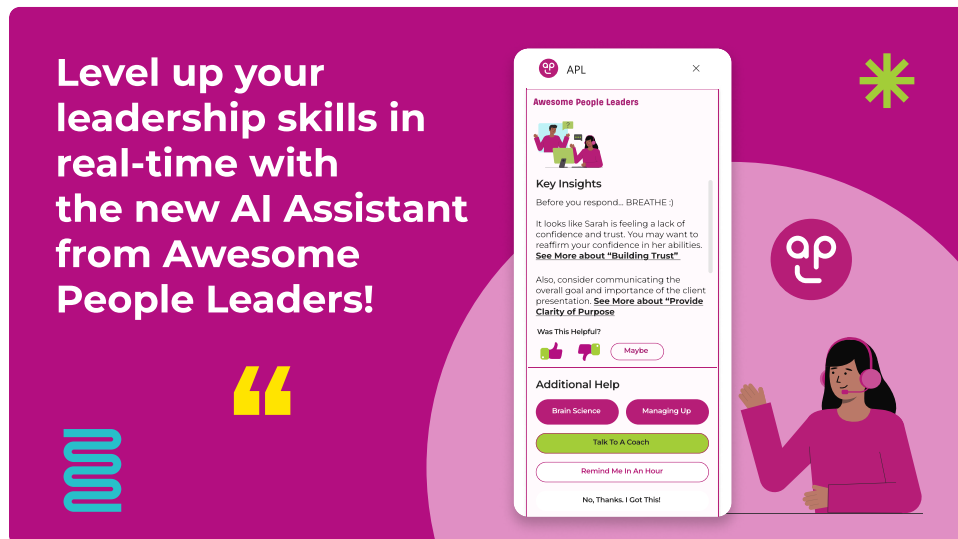
Solution

APL partnered with the Engineered Innovation Group (EIG) to deploy their cutting-edge solution, Roxie AI, that integrates leadership coaching with AI-driven, real-time insights. By using Roxie AI to analyze a user's desktop activities, leaders receive immediate, context-rich feedback on people dynamics—such as communication breakdowns, lack of trust, and underlying frustrations—directly within their existing workflow.

This AI-powered solution not only identifies root causes but also links these insights to tailored learning and coaching resources. It enables managers to receive actionable guidance in real-time, allowing them to respond 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.

A promotional graphic with a purple background. On the left, white text reads "Level up your leadership skills in real-time with the new AI Assistant from Awesome People Leaders!". Below this is a yellow double quote icon and a blue wavy line icon. On the right, a smartphone displays the APL interface. The interface shows a title "Awesome People Leaders", a "Key Insights" section with a "BREATHE" prompt and advice on building trust, a "Was This Helpful?" section with a "Maybe" button, and an "Additional Help" section with buttons for "Brain Science", "Managing Up", "Talk To A Coach", and "Remind Me In An Hour". At the bottom of the phone screen, it says "No, Thanks, I Got This!". To the right of the phone is a green starburst icon, a purple circle with "ap" inside, and an illustration of a woman wearing a headset.

Outcome

With a successful prototype built in collaboration with EIG, Awesome People Leaders has demonstrated that the combination of AI and human coaching can deliver immediate impact. The solution not only enhances leadership effectiveness but also drives measurable improvements in team communication, trust, and overall productivity. As this solution is adopted by organizations, it promises to revolutionize the way leadership coaching is delivered—moving away from isolated training programs to a dynamic, integrated approach that supports leaders in real-time, wherever they are.

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 not only elevates individual performance but drives lasting, sustainable business results.

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

“**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



About The Engineered Innovation Group

We work with organizations to apply emerging technologies to unlock stranded value from your siloed software and systems.

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.

