



VAYABILITY

Introducing a better
way to develop
your company's
high-potential talent.



Vayability™ is Vaya Group's groundbreaking solution designed and priced to make high-level talent development accessible to all levels of your organization, not just the executive suite.



This is something new.

Vayability™ is a first-of-its-kind individualized talent development platform that uses the latest scientific research and best practices to form the right habits, behaviors and skills to help your high-potential people be the best that they can be.

This unique solution combines weekly online activities with individual coaching and manager interaction, typically over a six-month term, to get results that stick.

Vaya Group coaches individualize Vayability™, selecting from the platform's dynamic content library. Content is level-specific for high-potential employees and managers:

PEOPLE

Assertiveness	Listening
Collaboration	Motivating Others
Coaching	Providing Feedback
Influencing	Self-Awareness

STRATEGY

Analytical Thinking	Risk-Taking
Change Management	Strategic Thinking
Innovation	

RESULTS

Decisiveness	Executing Priorities
Driving Accountability	Planning/Organizing



VAYABILITY™

100%

of participants viewed the program as helpful and valuable and said that they experienced positive change

This is something unique.

There's nothing like Vayability™ in the talent development realm. It's designed from the ground up to affordably deliver meaningful, relevant, long-term development results.

Features include:



MAY	JUN	JUL	AUG	SEP
52	25	96	87	98
	48	20	24	12
	47	11	41	97

MANAGEMENT PARTICIPATION

The Vayability™ platform enables managers to view progress and work with participants to foster sustained results.



My badges:



COACH-CURATED CONTENT

Vaya Group coaches hand-select content for each individual's learning track.

NEUROLEARNING TECHNIQUES

Vayability™ draws from the latest neurolearning research to form new habits and optimize retention using a simple, proven practice-reflect-refine methodology.

LEADER BOARDS AND SOCIAL MEDIA

Vayability™ harnesses natural human competitiveness to maximize engagement, commitment and accountability through leader boards and social media-enabled group interactions.

GAMIFICATION

Gamification is a proven method for engaging participants and keeping them engaged — and it's a key feature of Vayability™.

LIVE COACHING SESSIONS

Vayability™ includes live coaching, timed strategically to maximize results.



DEVELOPMENT PROGRAM ALIGNMENT

Vayability™ can be tailored to align with and reinforce traditional group development and webinar-based skill/leadership development programs.

MEASUREMENT

Vayability™ generates data and metrics tied to specific development goals; pulse surveys utilize peer feedback to further measure improvement and ROI.



17891

ACTIVITY POINTS



24 / 50

ACTIVITIES COMPLETED

AFFORDABILITY

Vayability™ is much less costly than typical one-on-one executive coaching, making high-level development techniques accessible to junior-level and midlevel high-potential talent.

This is something better.

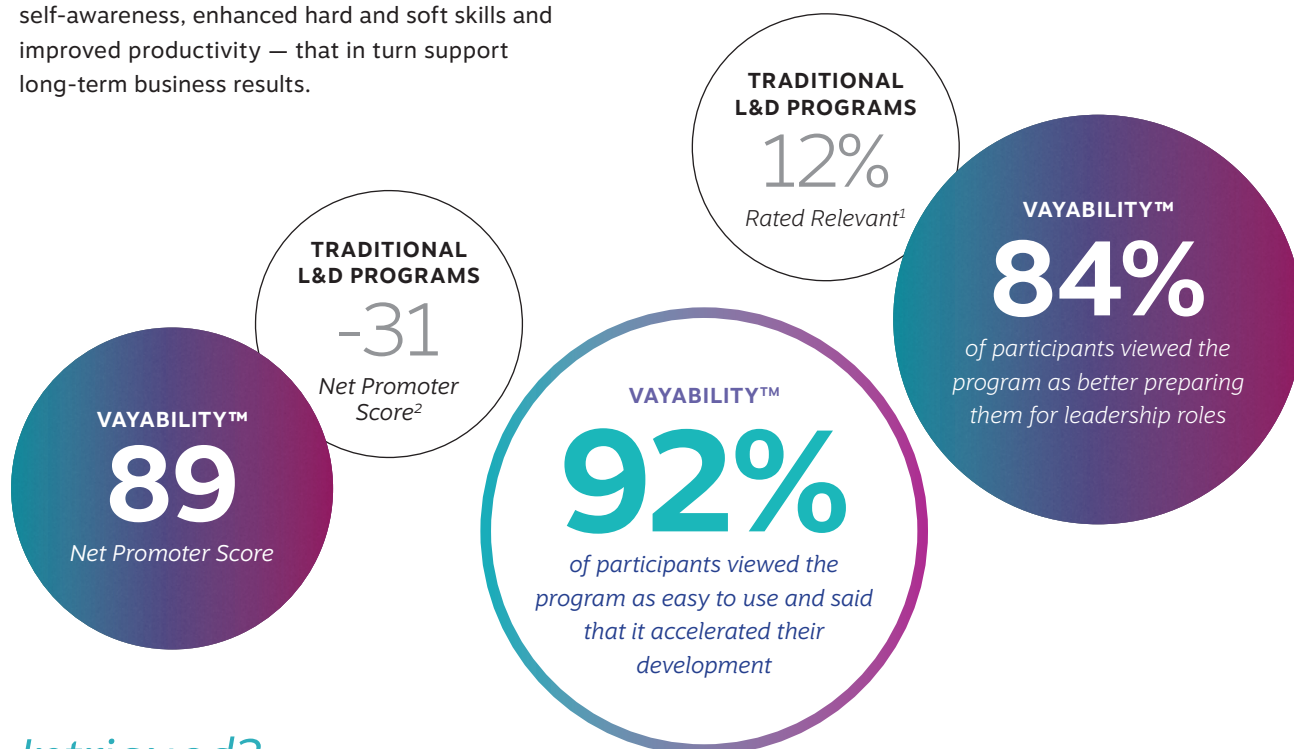
For midlevel employees in need of leadership development and habit formation, **Vayability™ is better** than traditional approaches because its practice-reflect-refine approach helps increase pull-through and retention while making it easy for the participant's manager to be involved. At the same time, Vayability™ can be tailored to complement and reinforce on-site/off-site or webinar-based training initiatives.

For HR managers, Vayability™ is better because it's based on best practices in leadership development/habit formation to deliver continued reinforcement that increases stickiness.

For C-suite execs, Vayability™ is better than other development methods because Vayability's six-month cohort period is built upon ongoing reinforcement that embeds learnings — better self-awareness, enhanced hard and soft skills and improved productivity — that in turn support long-term business results.

For IT/deployment personnel, Vayability™ is better because it's platform and OS independent, so no additional hardware or software deployment is needed.

For HR leaders, Vayability™ is better because it's quantifiable, delivering measurable results that make it easier to justify than other development methods.



Intrigued?

Let us show you how it works.

Contact Vaya Group today for a no-obligation demonstration of Vayability™!



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