Fostering a culture of innovation

**Company:** Public technology company with 16,000 employees  
**Use Case:** Innovation & Business acumen

**Business challenge:**
A company with limited turnover sought a way for its employees to stay innovative and gain exposure to external perspectives. This company wanted to ensure that employees with strong technical backgrounds were able to develop their communication and business skills.

**Solution:**
We matched Everwise mentors with employees in the company’s engineering and product groups. Everwise mentors provide these protégés with external perspectives and resources to improve business agility, manage effectively, and plan better for their careers.

Helping women leaders advance into greater positions of influence

**Company:** Public marketing & advertising company with 8000 employees  
**Use Case:** Diversity

**Business challenge:**
This company recognized that companies with gender diverse leadership teams outperform those without. Women surveyed at the company identified mentoring as the number one support system they were lacking to be able to advance into senior level positions at the same rate as their male counterparts.

**Solution:**
We provided one-on-one development for more than 50% of their women people leaders. This initiative is a complement to an active employee resource group initiative intended to drive accountability and ensure pull-through of content shared at their meetings.

“"We are a technology company and we look for solutions that offer something substantive in a scalable way, which Everwise has come to represent for us.""

*VP Global Talent, Leadership and Engagement*
Supporting early-career managers

**Company:** Fast-growth technology that recently went public with 4,000 employees

**Use Case:** Manager enablement at scale

**Business challenge:**
A company with a young workforce was promoting high-potential individual contributors as quickly as the company was scaling. Leadership recognized they had an inexperienced workforce lacking management skills and a limited number of role models with experience in the company to support their development.

**Solution:**
We helped the customer run better, easier manager training for all front-line and senior managers. Participants engage in tailored manager programs that can easily be applied on the job. New cohorts are launched every four months.

Complementing a leadership development program

**Company:** Public data-infrastructure company with 4,100 employees

**Use Case:** Continuous learning

**Business challenge:**
This company needed to provide continuous learning and development opportunities to their leaders. On an annual basis, this company hosts a leadership development program for emerging leaders. The program includes two weeks of onsite interviews and webinars. The company wanted to ensure the programs in place would offer long-term value and provide opportunity for continuous development.

**Solution:**
Everwise mentors, within a structured program we developed, provided continuous development beyond the company’s two-week leadership program. Partnership focus areas and resources are aligned with the leadership program’s curriculum.

“Everwise has re-engaged our high-potential talent, getting them to feel good about their relationships with the leadership and the company.”

Chief Human Resources Officer
Development for hi-pos at all levels

**Company:** Public healthcare company with 10,000+ employees  
**Use Case:** High potentials

**Business challenge:**  
This company has a significant population of academically qualified and technically skilled high-potential employees that required a new set of skills in a commercial environment.

**Everwise solution:**  
The company’s hi-pos were able to match with both internal mentors and mentors from the Everwise global community. All mentor-protege matches focused on enabling employees to develop the necessary non-technical skills to be successful in their roles.

Manager development at scale

**Company:** Public telecom company with 10,000+ employees  
**Use Case:** New manager enablement

**Business challenge:**  
This company sought a cost-effective way to scale development and mentoring programs for early career managers and managers seeking to advance into leadership roles. The company initially wanted an internal program, but found it had a limited number of internal mentors and executives with the experience to support the more senior level people managers.

**Everwise solution:**  
Focusing on the top 10% of managers, Everwise helped the customer scale a manager development program. We incorporated connections with both internal and external senior leadership to provide a variety of perspectives helpful in teaching how to manage up and manage a team.

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“Everwise understood what we wanted to do, why we wanted to do it, and they weren’t afraid to suggest a better way of doing things than what we had proposed.”  
Head of Strategic Projects
About Everwise

The Everwise platform allows organizations to tailor, run and optimize learning experiences at enterprise scale. Everwise connects employees with the people, resources and feedback they need to be more productive and successful at every stage of their career.

Our customers include Salesforce, Visa, Microsoft, Nissan, Evernote, Github, Gap, and Virgin Unite. Everwise is backed by Sequoia Capital and Canvas Ventures, and the Webb Investment Network.

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