

WORKSPARKS FOR ORGANISATIONS

Partnership Pack

Your managers are struggling in silence. This changes that.

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The Reality

You've run the programs. Brought in the facilitators. Built the frameworks. And yet leaders are still avoiding difficult conversations, performance issues are still being left too long, and new managers are still drowning in their first 90 days. Senior leaders are still carrying more than they can say out loud.

It's not a training problem. It's a timing problem. The gap isn't in the classroom — it's in the moments between: the Tuesday afternoon conversation that can't wait until next month's coaching session, the decision that needs clarity now, not at the next leadership offsite.

Worksparks fills that gap.

The Cost of Doing Nothing

When leaders don't get support in the moments that matter, the consequences are real and measurable:

- **Talent walks.** High performers leave managers, not companies. Delayed or clumsy conversations accelerate attrition.
- **Culture erodes.** Trust breaks down quietly, one poorly handled moment at a time.
- **Performance suffers.** Issues left unaddressed become team-wide problems.
- **Leaders burn out.** Carrying the weight of leadership without support is unsustainable.
- **Your L&D investment underperforms.** Without real-time reinforcement, learning doesn't transfer to behaviour.

The most expensive thing you can do is leave your leaders without support in the moments that count.

Worksparks for Organisations

Embed real-time leadership support across your entire management layer — from first-time team leaders to senior executives. Worksparks gives every leader in your organisation access to structured, coaching-informed support the moment they need it. Private. Confidential. Always on. Aligned to your own values, behaviours, and culture.

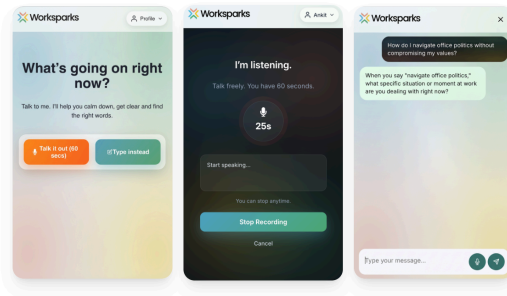
It doesn't replace your existing programs. It makes them work harder — the coaching layer that sits between your L&D investment and real behaviour change.

Your digital leadership; coach *always on call*

Worksparks is a real-time support tool designed for the messy, human moments of management. The difficult conversation. The performance concern. The decision that feels heavier than it should.

It helps you pause, think clearly, and respond with confidence.

Not a replacement for human coaching a complement to it. Think of it as the headspace you wish you had in the heat of the moment.



What It Supports

The moments your leaders face every day:

- Delivering honest feedback without damaging the relationship
- Managing underperformance early, before it becomes a formal process
- Navigating team conflict with confidence
- Supporting a team member through personal difficulty
- Leading through change, restructuring, or redundancy
- Onboarding into a new leadership role
- Making decisions under pressure with incomplete information
- Having the conversation that's been avoided for too long

How It Works for Organisations

- **01 — Deploy.** Deployed across your leadership cohort with minimal setup. All we need are your values and behaviours if you're looking for a bespoke platform. No complex IT integration required for early access.
- **02 — Embed.** Positioned as a natural complement to your existing L&D programs, coaching initiatives, and culture and leadership frameworks. We provide onboarding support and positioning guidance.
- **03 — Support.** Leaders access Worksparks independently and confidentially. No manager can see what their leader is working through. No performance data is shared with the organisation.
- **04 — Understand.** Coming soon — aggregate, anonymous insights will help your People team understand the real pressures leaders are facing across the organisation, without surveillance, scoring, or breaking trust.

Confidentiality & Trust

Worksparks only work if leaders trust it completely. We believe the only way to understand what leaders really face is to give them a space where they feel safe being honest. Worksparks is that space.

- Individual conversations are completely private
- No performance tracking or scoring
- No reporting to line managers or HR
- Leaders choose what, if anything, they share
- Future organisational insights will always be anonymous and aggregated

Who It's For

- **First-time managers.** The transition into leadership is one of the hardest — and most undersupported. Worksparks gives new leaders a safe space to process, learn, and grow in real time.
- **Mid-level leaders.** Carrying the weight of strategy from above and the reality of team dynamics below. Often the most pressured and least supported layer of any organisation.
- **Senior leaders & executives.** The loneliness at the top is real. Worksparks offers a private, confidential space to think through decisions and conversations that can't be discussed with anyone inside the organisation.
- **High-potential leaders.** Accelerate the development of your future leaders by providing them with real-time support as they take on new challenges and stretch assignments.

The Business Case

The numbers that matter to your CFO:

- The average cost of replacing a mid-level manager is 50–200% of their annual salary.
- Organisations with strong leadership development are 2.4x more likely to hit their performance targets.
- 77% of organisations report a leadership skills gap — yet most L&D budgets are spent on programs, not support.
- Worksparks costs a fraction of a single coaching engagement — and supports your entire leadership cohort.

The ROI isn't complicated. Supported leaders perform better, stay longer, and build stronger teams.

What Organisations Are Saying

100 early access users onboarded so far, across industries.

"We embedded Worksparks alongside our leadership program and the feedback was immediate. Leaders felt supported between sessions in a way they never had before."

— Head of People & Culture, Professional Services Firm

"It gave our managers permission to ask for help — without it feeling like a performance issue. That shift alone was worth it."

— L&D Director, Large Enterprise

Pricing

Straightforward, scalable, per-leader pricing built for organisations of all sizes. All plans include full confidentiality, onboarding support, and access to new features as they launch. Enterprise pricing includes a one-time onboarding and integration fee.

Tier	Cohort Size	Price	Best For
Starter	Up to 25 leaders	\$12/leader/month	Perfect for SMEs and pilot programs
Growth	25–100 leaders	\$9/leader/month	Ideal for mid-size organisations embedding Worksparks across a leadership cohort
Enterprise	100+ leaders	From \$6–7/leader/month	Custom onboarding, integration with existing L&D frameworks, and dedicated support

Pricing is indicative and may be refined ahead of full commercial launch. Enterprise quotes are tailored to cohort size and integration scope — contact hello@worksparks.com for a custom quote.

The Platform Vision: One Tool to Replace Five

Right now, most organisations run separate tools for coaching, surveys, recognition, feedback, and culture measurement. They don't talk to each other. They create data silos. And leaders fall through the gaps between them.

Worksparks is building toward a single, integrated platform:

- **Coaching** — Real-time coaching support meets leaders in the moment of pressure.
- **Surveys & Feedback** — Continuous pulse surveys and feedback replace the annual review with something leaders actually use.
- **Recognition & Rewards** — Meaningful recognition tied to genuine development moments, not just tenure.
- **Motivation Intelligence** — Understanding what actually drives your people, beyond a generic engagement score.
- **Culture Measurement** — Reflecting how leaders really feel — not just what they report in a survey.

Think BetterUp, Culture Amp, and Disco — but integrated, affordable, and built around the leader, not the organisation's need to measure them.

Early access organisations that join now will help shape what this becomes.

Next Steps

We work with organisations of all sizes. If you're not sure where to start, just reach out, and we'll help you figure out the right fit.

- **Pilot a cohort.** We offer pilot arrangements for organisations that want to test Worksparks with a cohort before committing to a wider deployment.
- **Fast deployment.** For early access, deployment is straightforward and requires no complex IT integration — most organisations can have their leadership cohort onboarded within a week.
- **Request pricing.** Get a custom quote based on your organisation's needs and leadership cohort size.

To book a demo or start a conversation, contact hello@worksparks.com

Confidential