

People Growth is a Business Strategy

The organizations that grow people faster will outperform the organizations that only manage work.

+19 pts

higher intent to stay when employees feel supported in career growth

+61 pts

higher engagement when career growth feels supported

+39 pts

higher likelihood of being a high performer

23%

higher profitability in highly engaged teams

75%

of career development champions are confident in profitability

The ROI case is no longer theoretical.

Career growth and learning investments are now connected to retention, engagement, performance, profitability and workforce adaptability.

WHAT ORGANIZATIONS NEED TO INVEST IN

A connected talent investment system — not one-off training.

01

Leadership development

C-Suite, senior leaders, middle managers and frontline leaders need practical capabilities to lead people, change, performance and culture.

02

Career growth & mobility

Clear pathways, development plans and career conversations help employees see a future inside the organization.

03

Manager coaching effectiveness

Managers must know how to set expectations, coach, give feedback, develop talent and support performance every day.

04

Performance enablement

Continuous goals, feedback, development and value conversations replace static performance management.

05

Succession & talent planning

Organizations need a stronger bench, clearer readiness data and development plans tied to future business needs.

06

Learning ecosystems

Custom, engaging learning that extends beyond the classroom turns content into behavior change.

How SolutionSpark Helps Turns Talent Investment Into ROI

We help organizations build the connected people systems that improve retention, performance, engagement and leadership capacity — from the C-Suite to the frontline.

WHAT SOLUTIONSPARK HELPS BUILD

- Leadership at every level**
 Executive alignment, senior leader capability, middle-manager execution and frontline people leadership.
- Career growth systems**
 Career pathways, IDPs, manager-led career conversations and internal mobility practices.
- Manager effectiveness**
 Practical coaching, feedback, communication, accountability, engagement and change leadership.
- Performance enablement**
 Continuous goals, feedback, development, conversation guides and manager/employee tools.
- Talent & succession planning**
 Readiness, bench strength, calibration, high-potential development and targeted growth plans.
- Learning that sticks**
 Custom pre-work, live learning, scenarios, tools, reinforcement, nudges and measurement.

HOW WE CREATE RETURN



Why SolutionSpark

We bring the rare combination of enterprise-scale learning leadership and practical talent management execution — informed by experience with Deloitte University, KPMG Lakehouse and global L&D/talent ecosystems.

custom

practical

scalable

ROI proof point

Organizations continue to make meaningful learning investments: ATD reported an average direct learning expenditure of \$1,254 per employee and \$165 per learning hour used in 2024.

The bottom line: The right question is not “Can we afford to invest?” It is “What is it costing us not to?”

Sources: ATD 2025 State of the Industry; Gartner 2024 career development research; LinkedIn Workplace Learning Report 2025; Gallup Q12 Meta-Analysis.

Let's identify the talent investments with the highest return for your organization. • [SolutionSpark.com](https://www.solutionspark.com)