

# QUANTUM BLOOM

**Bold. Brilliant. Boundless.**

SEEDING YOUR TALENT PIPELINE

August 2024

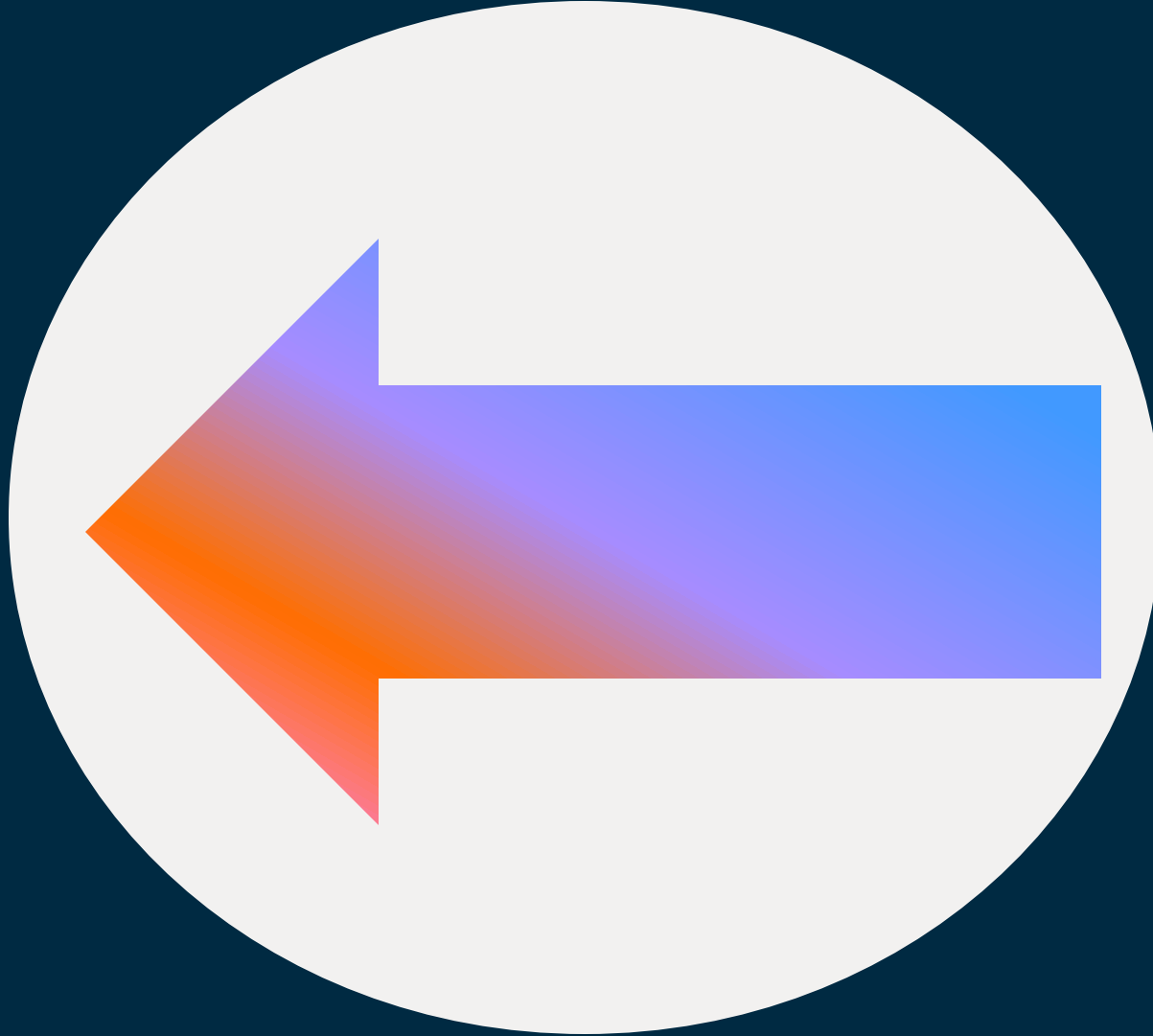


# SEEDING A NEW ERA FOR WOMEN IN STEM

We are an ecosystem that empowers female talent through a comprehensive professional development program and a network of support.



Shift Left... its not just for engineering anymore

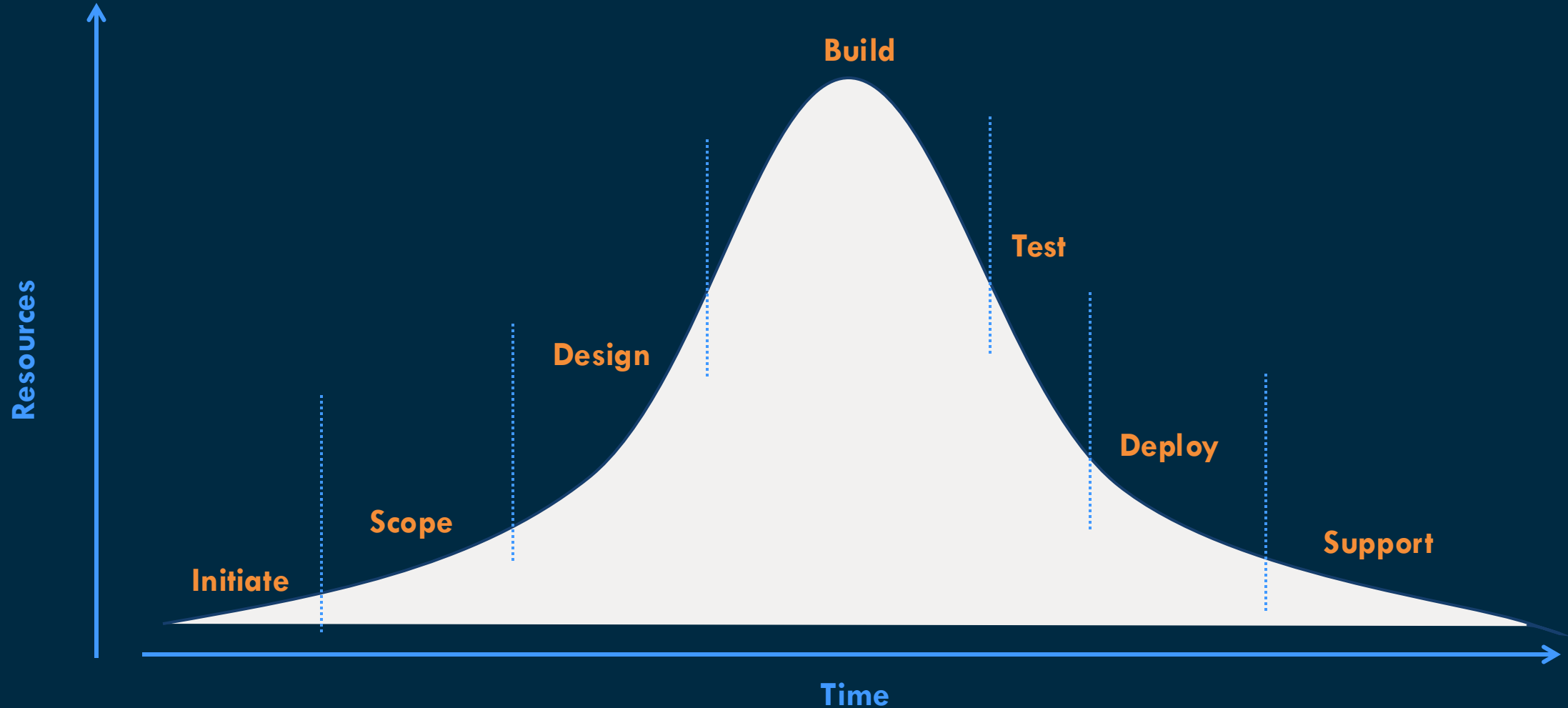


# What is Shift-Left

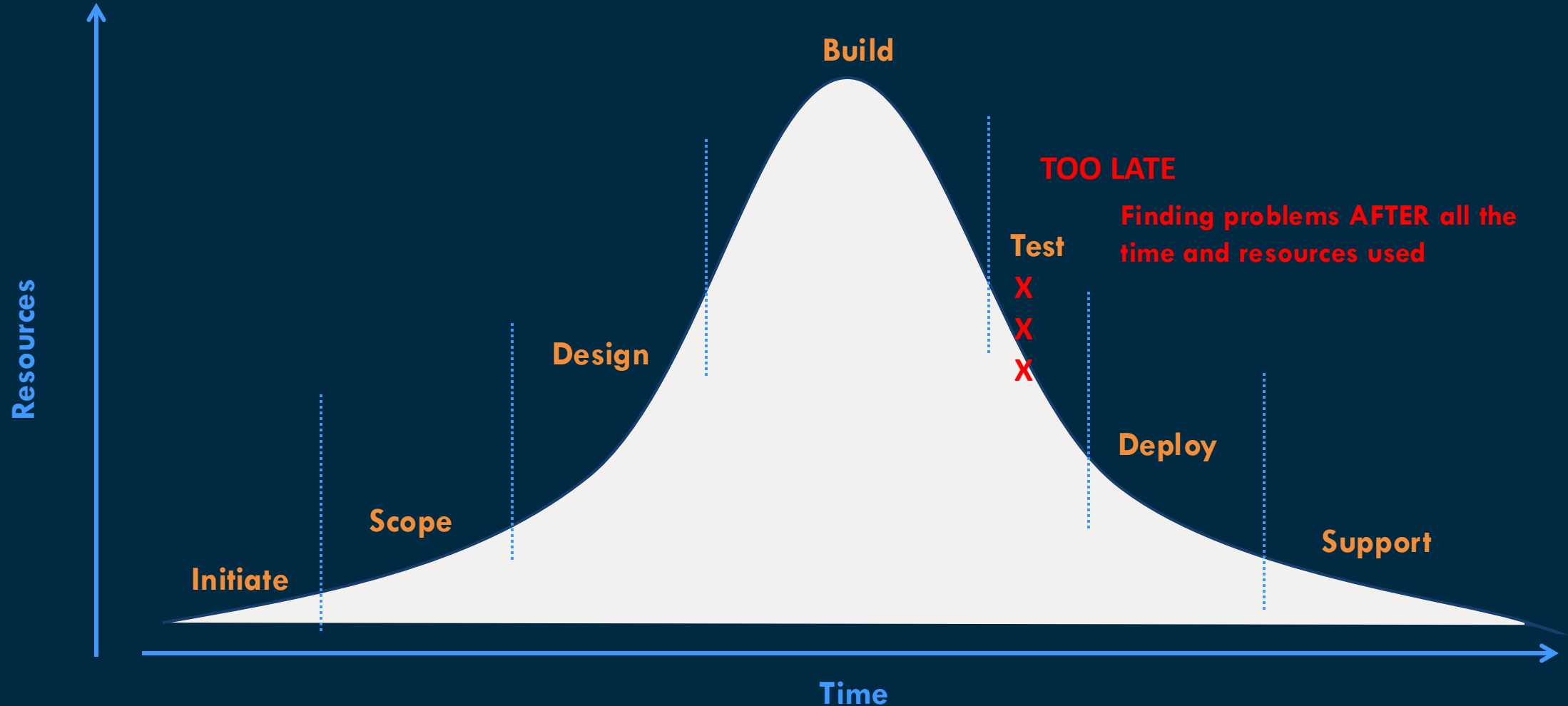
Resources expended over time to achieve an outcome



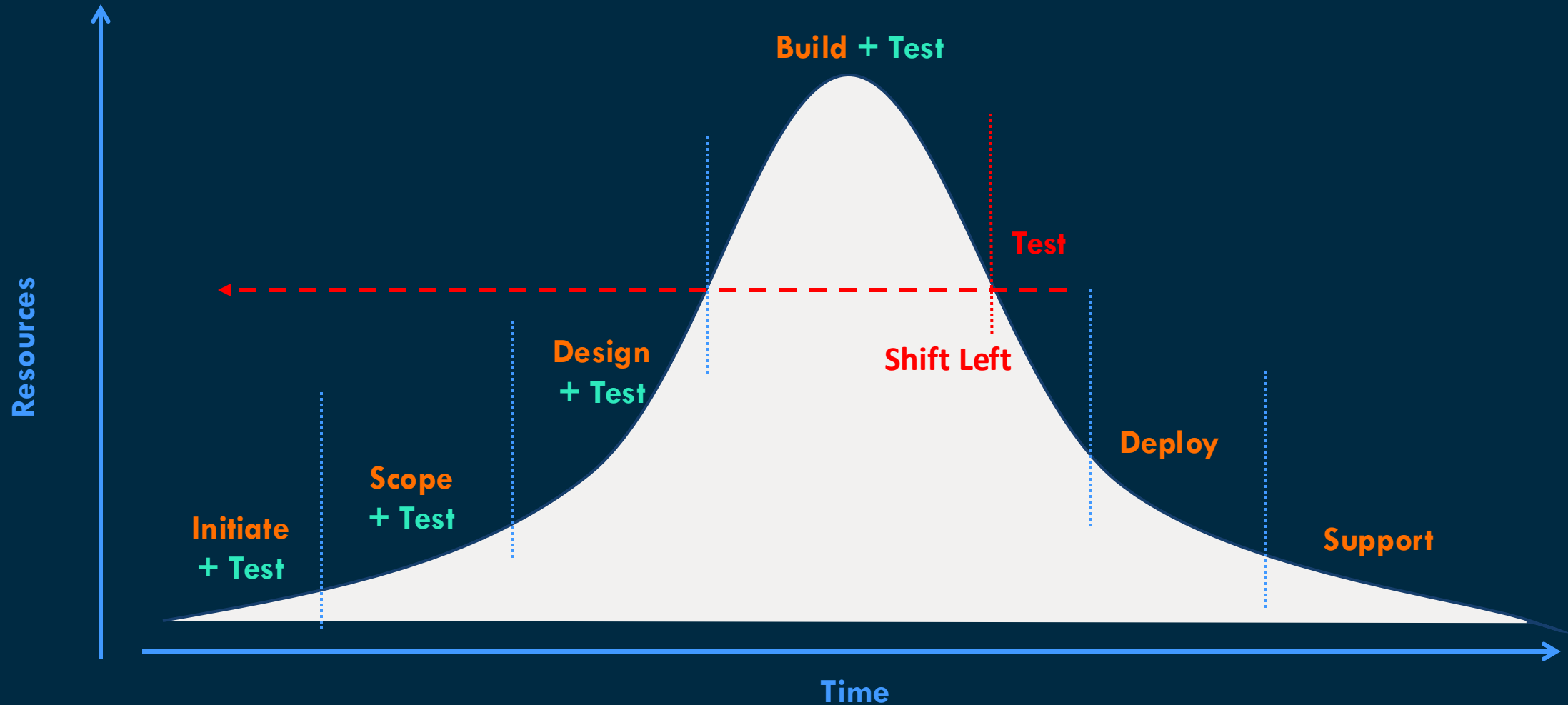
# Classic Project Lifecycle



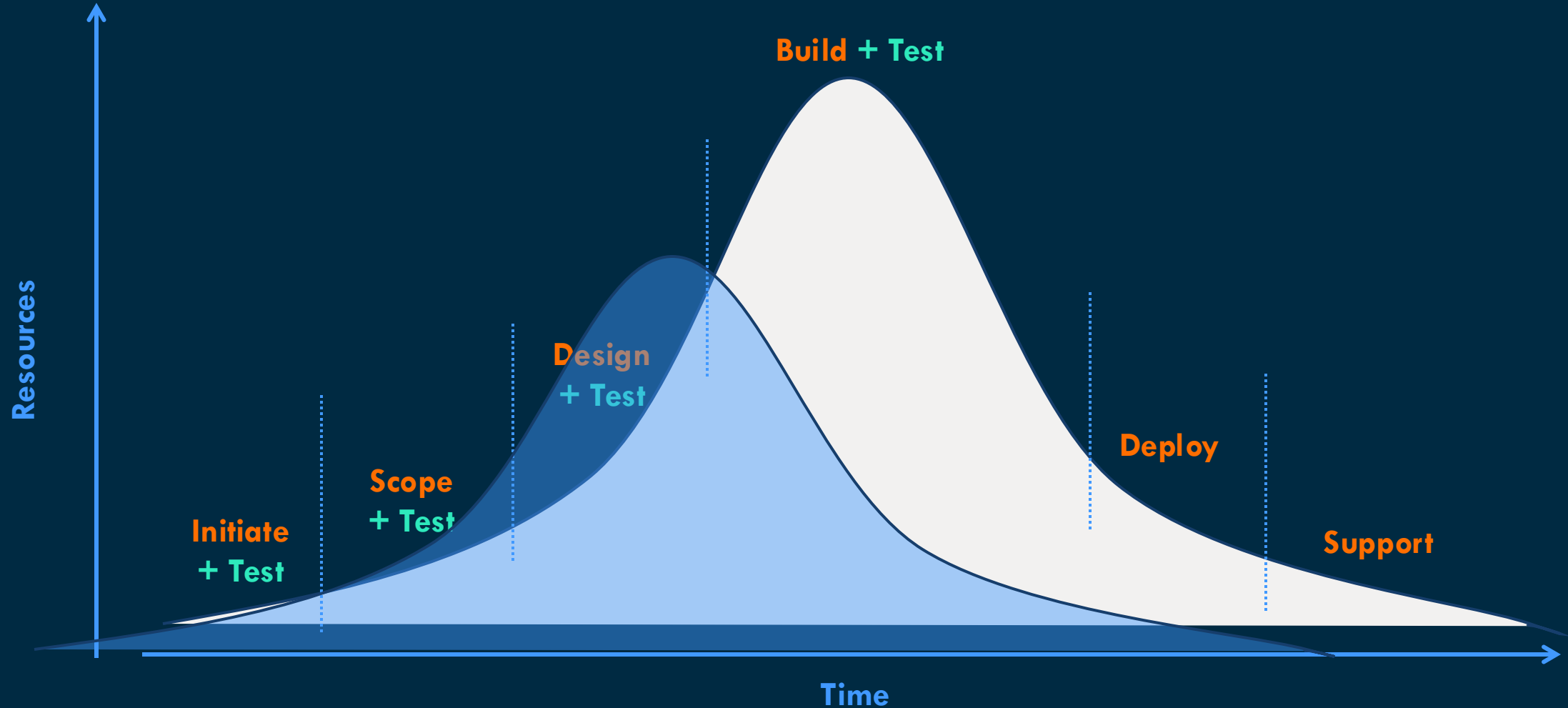
# Classic Project Lifecycle



# Shift Left Project Lifecycle

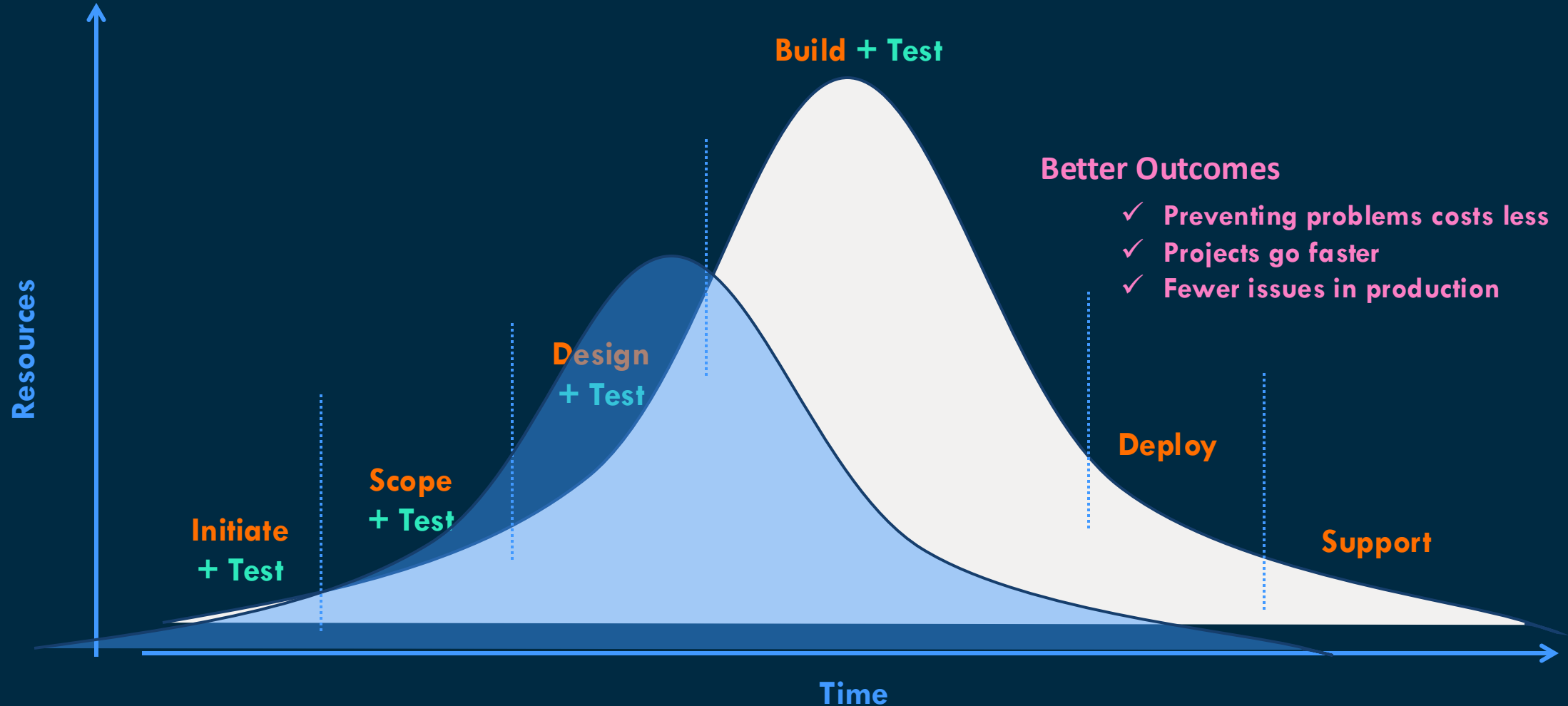


# Shift Left Project Lifecycle





# Shift Left Project Lifecycle



# Can't this concept have broader implications?

People can benefit from shift-left development

# WHAT IF... WE SHIFTED LEFT

Early career development reaps huge benefits

## Can we apply SHIFT LEFT to early career development?

The behaviors, habits, techniques, and skills that make excellent students does not translate smoothly to the workplace.



# 34% Higher Retention

Companies that invest in early career hold onto their team members.\*



# Turnover ... the Hidden Cost



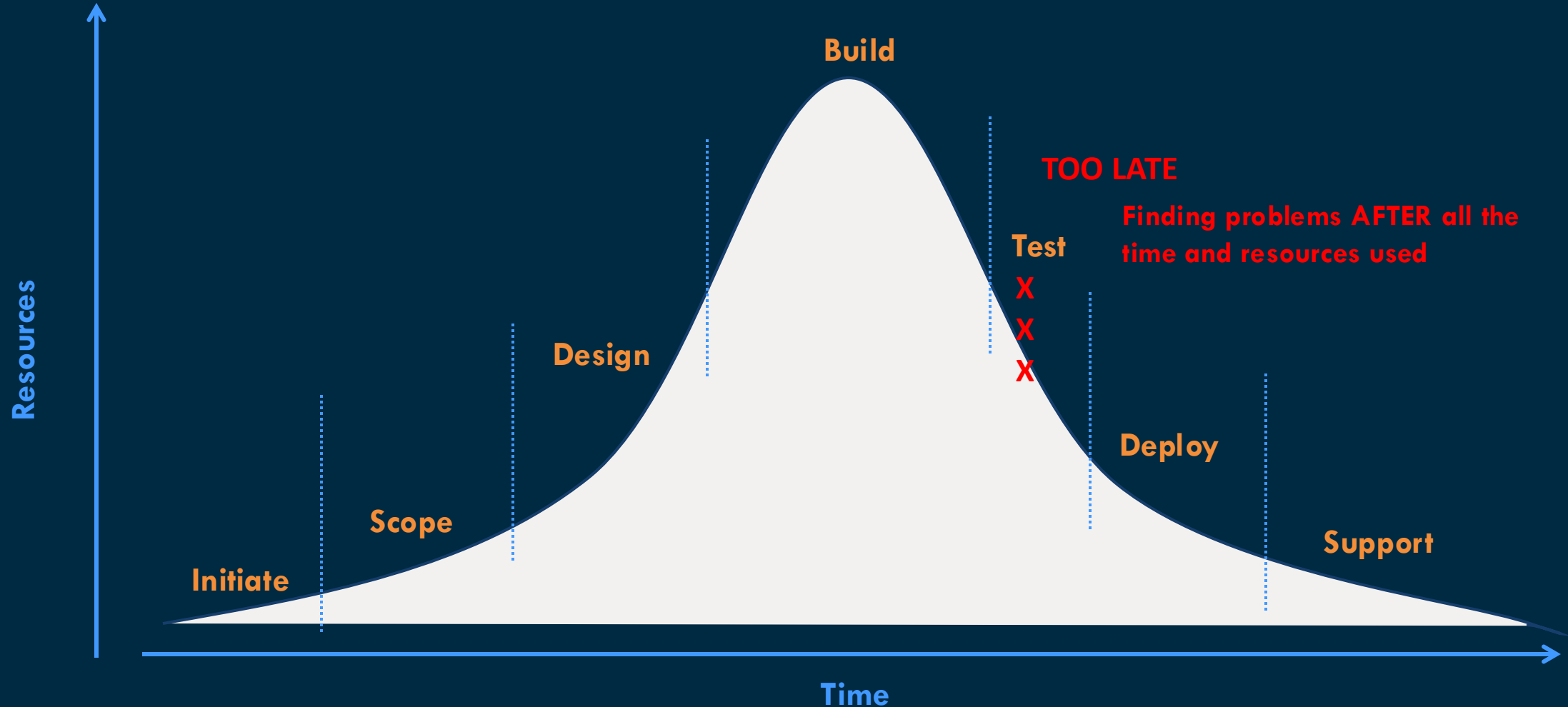
In the US alone, the cost of turnover annually is estimated to be over one trillion dollars.\*



# Majority of Development is Mid-Career and Later

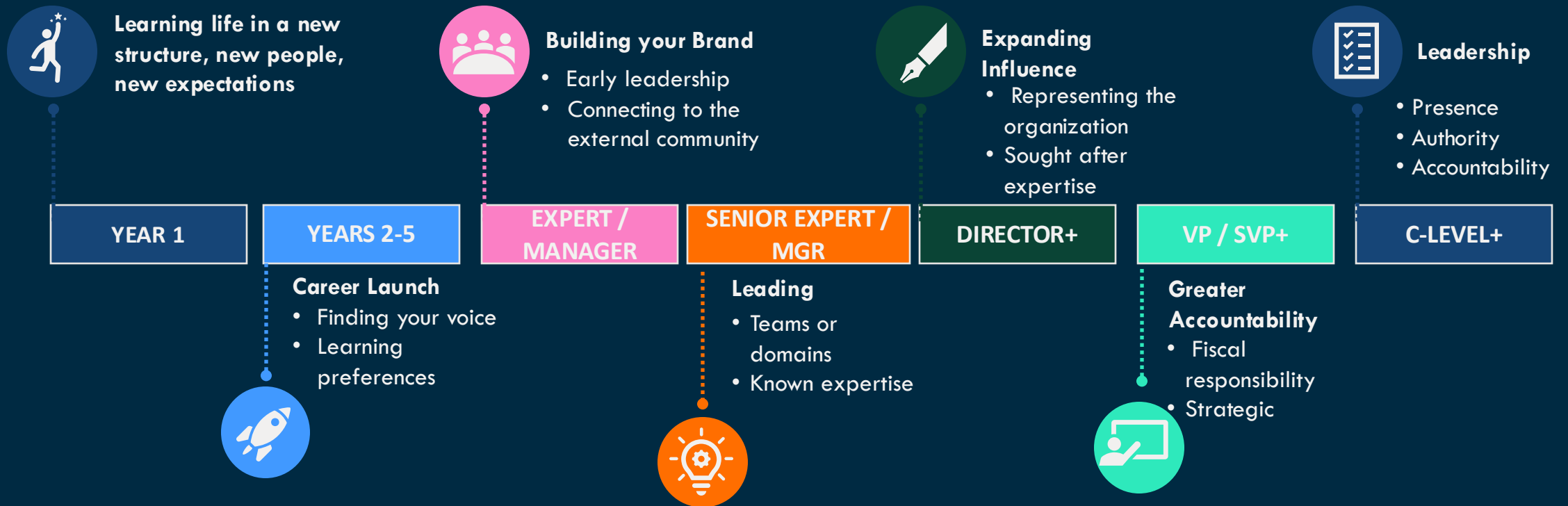
- In the United States, a significant portion of leadership development spending is concentrated on **mid-career** and **senior levels**.
- This focus reflects the critical need for these groups to acquire advanced skills in **business strategy**, **team management**, and **leadership** to drive organizational success.\*

# Are we doing after the fact training?

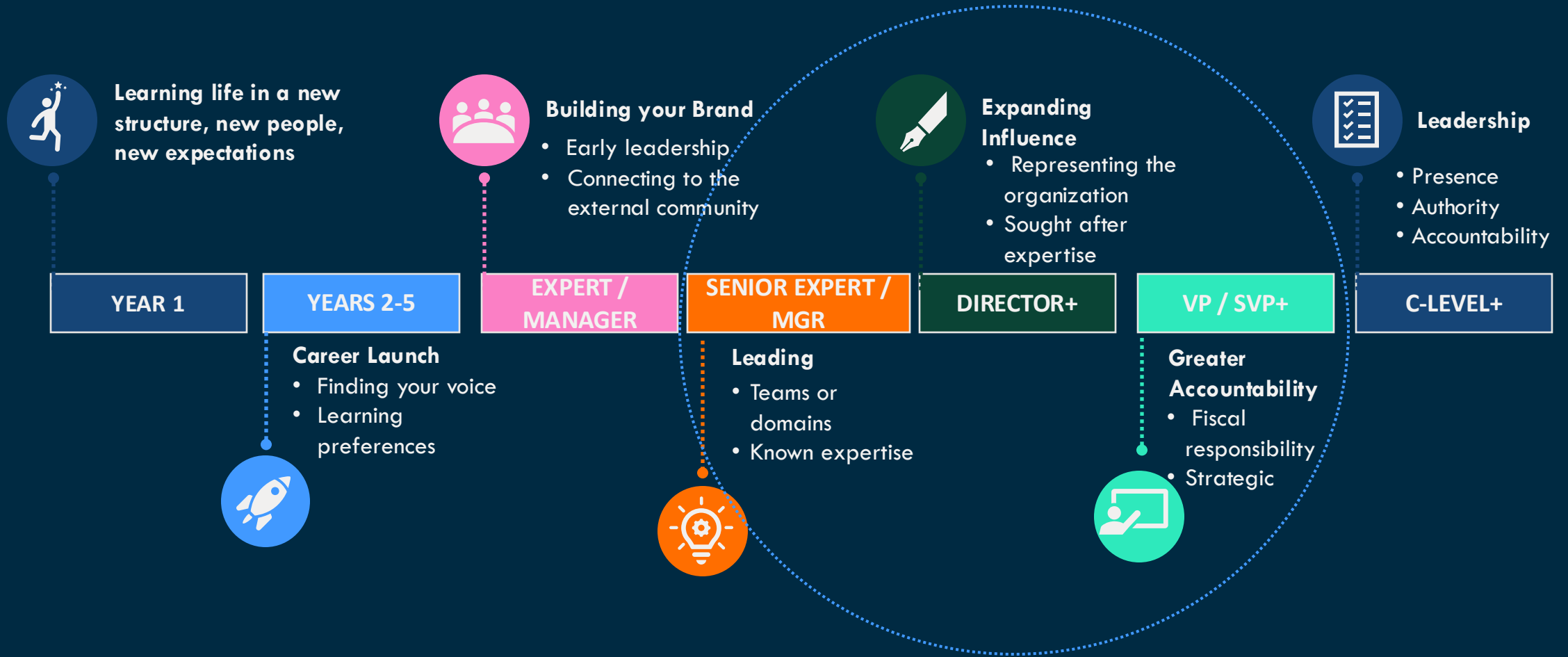




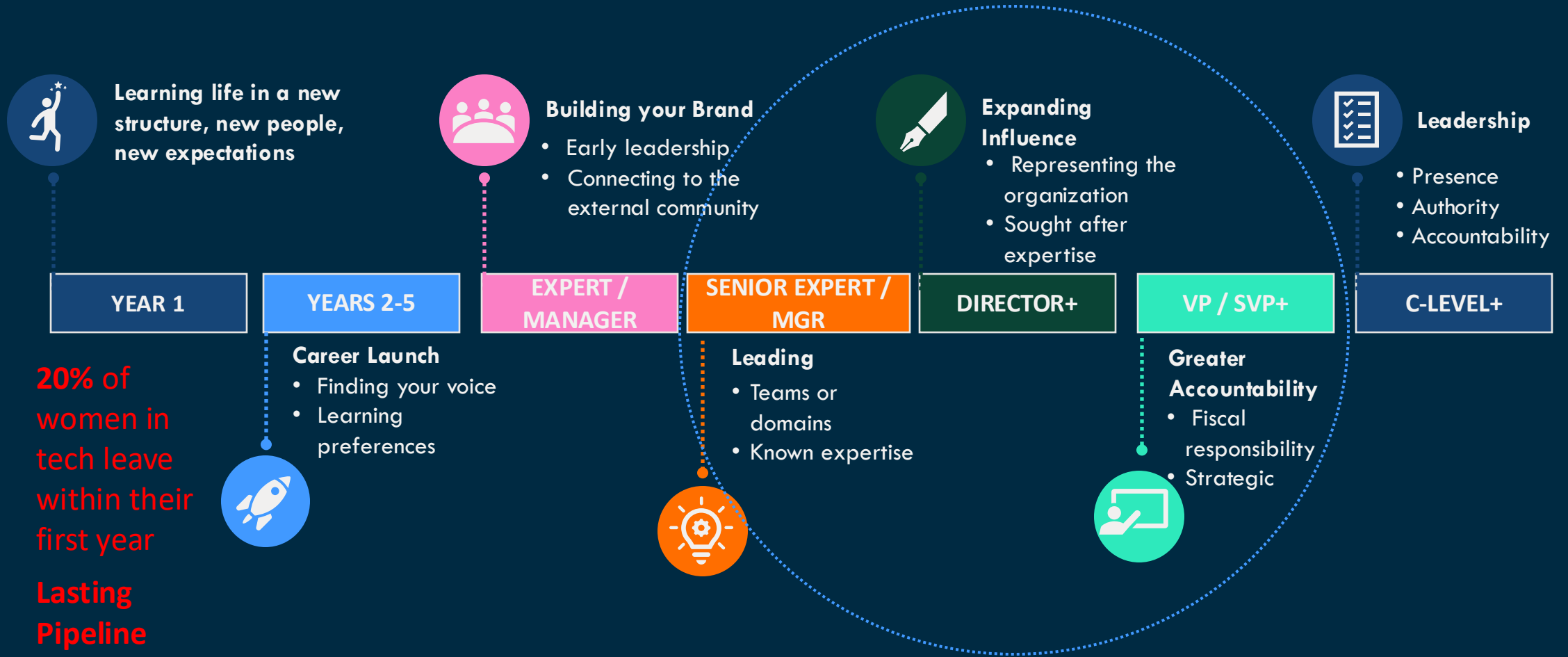
# Career Points of Inflection



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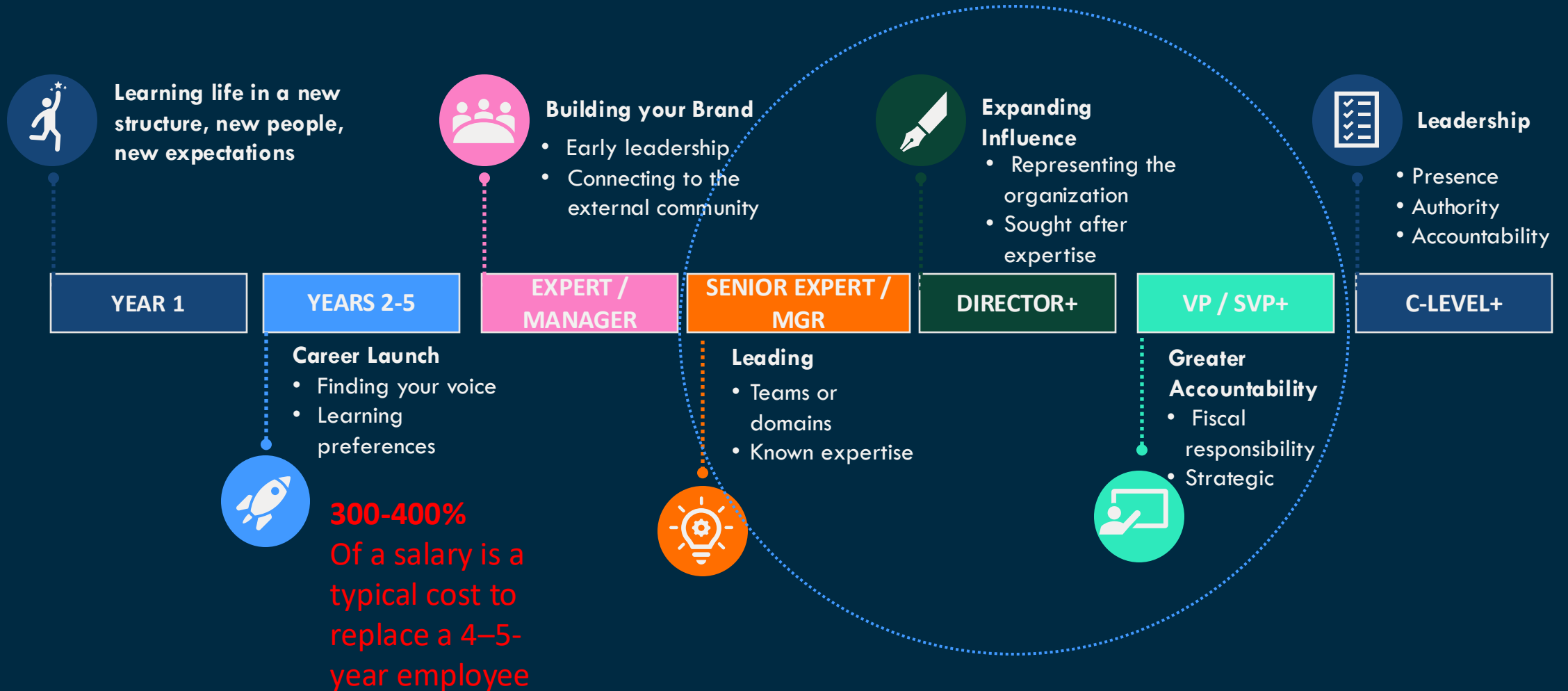
# Career Points of Inflection



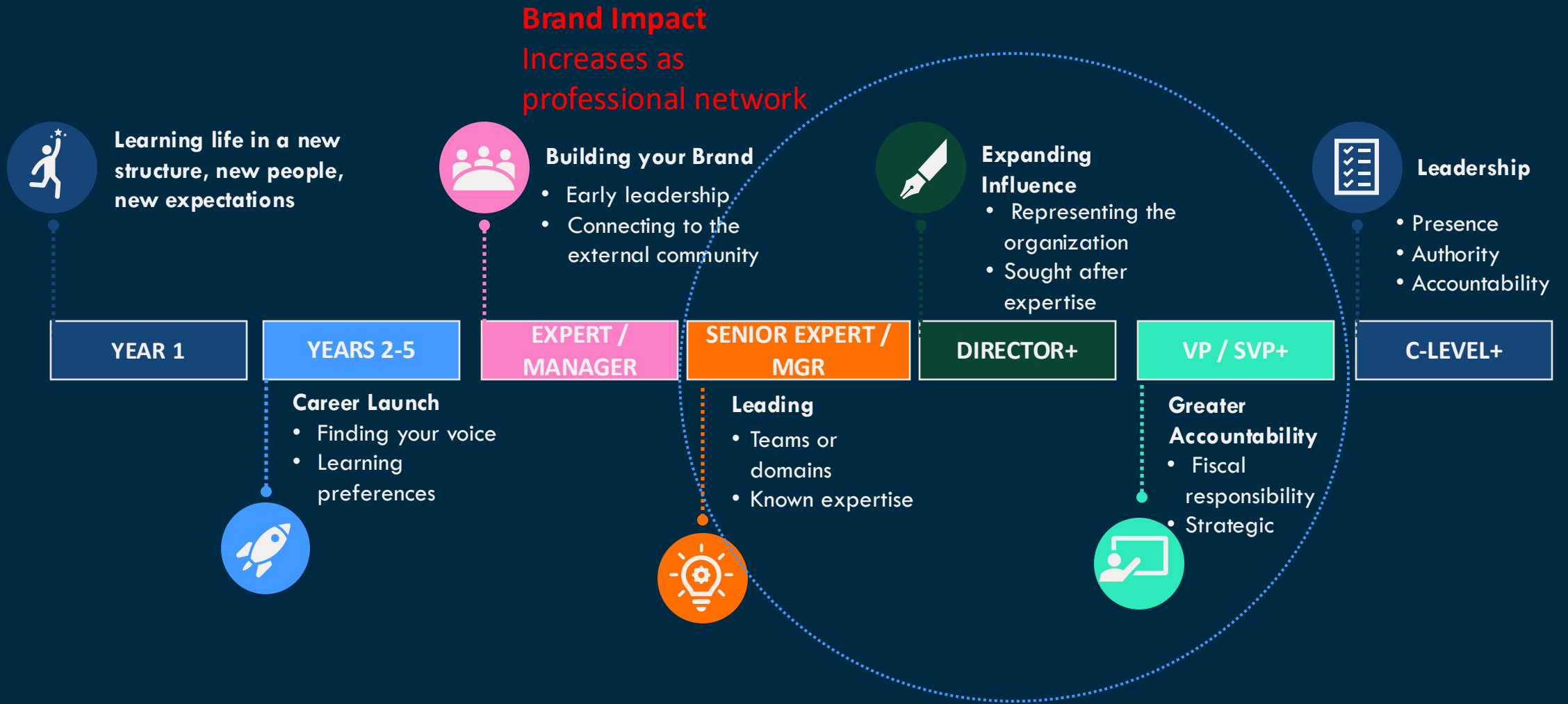
20% of women in tech leave within their first year

Lasting Pipeline Impact

# Career Points of Inflection



# Career Points of Inflection



# Top Reasons to not Train Early Career

- Cost – time and expense
- Fear of Turnover – skills leave
- Lack of Time – too much to do
- Perceived Ineffectiveness
- Changing Industry

# An Ounce of Prevention...

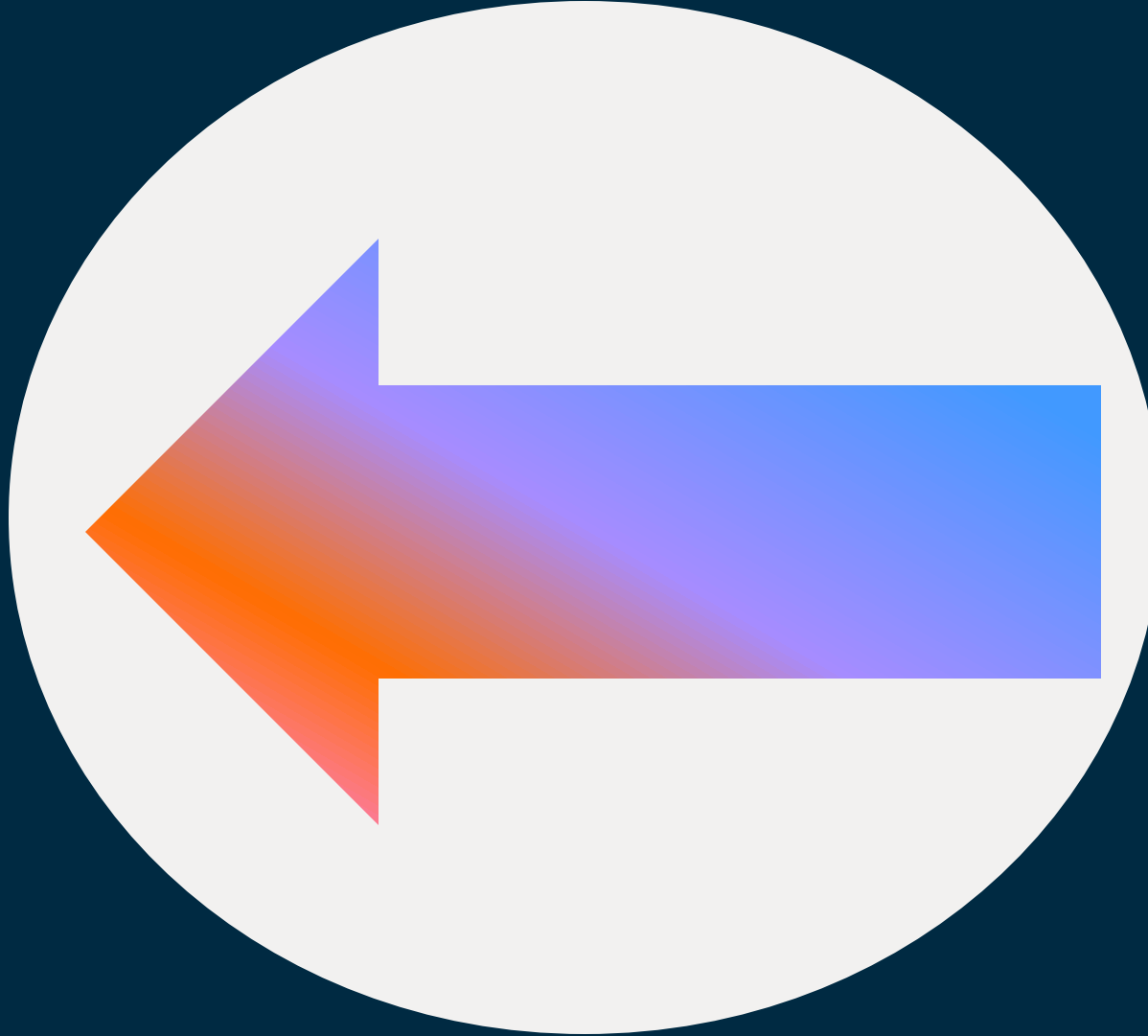
- If we spent a little more on early career development, can we
  - Lower attrition?
  - Improve soft skills?
  - Increase engagement?
  - Favorably impact the brand?

# GenZ EXPECTS Career Development

- 76% believe learning is key to success in their careers and expect their employers to provide opportunities\*
- 59% state that opportunities to learn and grow are extremely important when applying for a job\*\*
- 77% expect frequent feedback on their work\*\*\*



Shift Left... are you ready to give it a try?



# How Do We Shift Left?

1. Decide what good looks like
2. Capture a baseline



# How Do We Shift Left?

3. Experiment with a program

4. Find a partner



# How Do We Shift Left?

5. Ask for feedback / measure
6. Celebrate progress



# QuantumBloom's Solution

Helping organizations shift-left with career development

# With QuantumBloom, women navigate work with confidence while her work environment improves.

## Flagship Program

Individual focus  
High-touch  
1 hour per week  
Up to 3 Year program

### INTENTIONAL LEADERSHIP GROWTH FOR HER



Curriculum



Cohort + Community



Coaching

### IMPROVING THE ENVIRONMENT



Managers



Mentors

## ERG in-a-box

Group focus  
Monthly meeting  
1 year program



Curriculum



Coach-Facilitated

## Subscription

Online  
Self-directed  
Monthly program



Curriculum



Online Community

# Program Touchpoints

Delivering impact and value with small time commitments and useful metrics

## Engagement

	Metrics	Self-Study	On-the-job Practice	Digital Community	1:1's	Coach-led Cohort	1:1 Coaching	Small Pod
<b>Flagship</b>								
Participant		Monthly	Daily	Always On	Monthly	Monthly	Bi-Monthly	Varies
Manager		Optional	Daily	Always On	Monthly		Quarterly	
Mentor		Optional			Bi-Monthly			
Program Sponsor	Quarterly							
<b>ERG-in-a-Box</b>								
Volunteer Leader	Quarterly	Monthly	Daily	Always On				
Participant		Monthly	Daily					
<b>Subscription</b>								
Participant		Monthly	Daily	Always On				



# With QuantumBloom the Ecosystem Thrives

## A STEM Superbloom Emerges

### Women

- Enhanced careers
- Promotion readiness
- High growth jobs
- More confidence
- More authenticity

### Companies

- Greater retention
- Better quality
- More innovation
- Increased profits
- Better EVP

### Beyond

- Inclusive workforce
- STEM education boost
- Less bias in technology
- Global competitiveness
- National security



# Questions & Comments

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## THANK YOU!

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