



# What Happens When Leadership Becomes a Capability Engine

A clear path to measurable team growth,  
stronger trust, and faster delivery. Powered  
by personalized insights and AI diagnostics.



powered by UX Design Lab





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# Executive Summary



The hardest part of leadership isn't strategy or vision.

It's the day-to-day reality of growing teams when time is short and demands are relentless.

Managers juggle projects, deliverables, and mentorship simultaneously. And coaching often gets deprioritized just to hit deadlines.

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We created the **Team Capability Engine (TCE)** to solve that problem.

TCE is a structured, measurable system that blends:

1. AI-powered diagnostics (**Uplift**) to surface skill gaps and generate personalized learning paths
2. Targeted mentorship (**Designer of Thought, or DoT**) to turn insights into execution
3. Behavioral trust tracking (**Team Trust Signal<sup>1</sup>**) to monitor the health of collaboration and culture

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<sup>1</sup> Currently in development

Together, these components help build stronger, healthier teams, giving managers the support they need, even when time and capacity are limited.

We're early in our journey, currently in alpha, but already seeing promising signs: higher trust, clearer skill growth, and fewer project delays.



# The Hidden Cost of Traditional Leadership

Most companies still lean on outdated methods to manage team development:

## 1. Managers Are Overloaded

They lead teams, ship products, manage stakeholders, and try to mentor people while handling their own deliverables. Coaching, 1:1s, and development planning often get pushed aside in favor of short-term outputs.

## 2. Skills Gaps Stay Invisible

Static skill matrices are vague and quickly outdated. Leaders don't know where their team is falling short until it shows up as a delay or quality issue.

## 3. Trust Quietly Erodes

Without clarity and growth, even high performers disengage. The result? Higher turnover, lost momentum, and costly rehiring cycles.

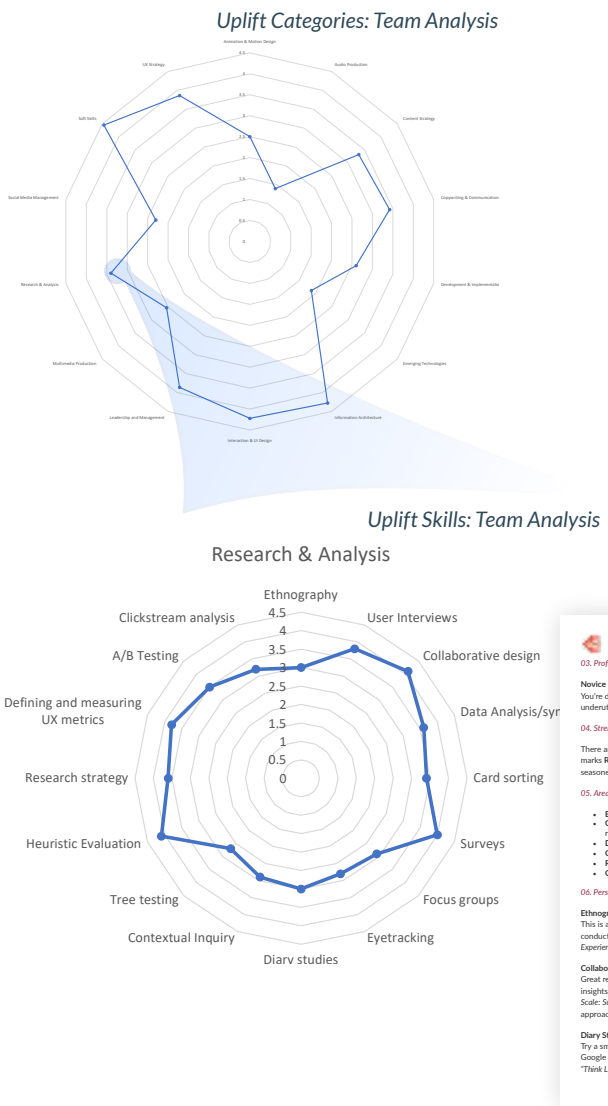
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**This isn't just inefficient.  
It's unsustainable.**



# 1

## Introducing Uplift



### WHY IT'S NOT JUST ANOTHER SKILL MATRIX

Uplift isn't a spreadsheet.

It's an AI-powered team capability radar designed for real-world execution, not HR theory.

LEGACY SKILL MATRIX	UPLIFT DIAGNOSTIC
Static spreadsheets	Real-time dashboards
Generic competencies	100+ UX and product-specific skills
Manual and subjective	AI-powered analytics + integrated activity data
Annual refresh	Quarterly pulse updates
One-size-fits-all	Personalized insights per team member
Limited actionability	Clear, individual growth plans with curated resources

### HOW IT WORKS <sup>2</sup>

#### 7-Minute Skill Scan

A quick diagnostic creates a heatmap of strengths and gaps across your team.

#### Individual Growth Paths

Each team member receives AI-generated recommendations: books, courses, and assignments tailored to their needs and goals.

#### Team-Level Insights

Managers receive a clear summary of capability gaps and opportunities across their org with actionable steps already defined.

#### Time Back to Focus

No more prep for every 1:1. Managers get ready-made insights and development plans without spreadsheets or guesswork.

This goes beyond the skill matrix. It builds personalized training journeys in a fraction of the time.

<sup>2</sup> Currently in alpha testing



# 2

## Designer of Thought: Structured Mentorship That Focused on Results



Most mentoring fails because it's informal, inconsistent, and impossible to track.

**Designer of Thought (DoT)** is different.

It's sprint-based, trackable, and directly aligned to delivery goals.

TRADITIONAL MENTORSHIP	DoT MENTORSHIP
Informal coffee chats	Structured coaching sprints
Vague goals	Clear KPIs and milestones
Hard to measure	Weekly micro-assignments with visible outcomes
High variability	Consistent "Leader Check-In" scores

### SAMPLE DoT SPRINT

#### Kickoff

Define a skill goal (e.g. improve dev handoff quality)

#### Action

Apply skills to real work (e.g. redesign a handoff flow and log fewer rework hours)

#### Iteration

Reflect, score outcomes, and revise plans accordingly



# 3

## Team Trust Signal

(Currently In Development)

*"Teams don't quit tasks.  
They quit broken trust."*

Trust isn't abstract, it's a leading indicator of team health and business success. But most leaders don't measure it until it's too late.

Our **Team Trust Signal**<sup>3</sup>, currently in development, is a lightweight behavioral pulse inspired by frameworks from *Patrick Lencioni* and *Simon Sinek*. It tracks how safe, supported, and aligned your team feels and flags risk early.

3 Coming soon: trust indicators embedded into TCE alongside skills and outcomes.



## Closed-Loop Impact: How TCE Connects the Dots

**Team Capability Engine** links diagnostics with development and delivery in a way that's easy to track and prove.

### EXAMPLE FLOW:

1. In the recent pilot, Uplift flags a score of **2.9** in Development & Implementation, a clear signal that design-dev collaboration is underperforming
2. DoT mentoring targets this category with sprint-based coaching
3. The gap closes: smoother handoffs, fewer do-overs, better velocity

Delivery improves, and the team knows why.

*The tool's already showing value. It flagged a score of 2.9 in Development & Implementation—a clear gap in design-dev collaboration. Closing it means faster handoffs, smoother teamwork, fewer do-overs. Better products, stronger collaboration, and quicker delivery.*

### INDUSTRY BENCHMARKS:

**\$4.53 ROI**

*"For every dollar invested in training, companies see an average return of \$4.53."*

— Harvard Business Review

**+267% Productivity**

*"Training resulted in a 267% increase in employee productivity within the first six months."*

— Google EDU

**+24% Profit Margin**

*"Companies with strong training programs report 24% higher profit margins."*

— Association for Talent Development (ATD)

**–70% Turnover**

*"Effective training programs can reduce employee turnover by as much as 70%."*

— Corporate Executive Board (CEB)

**5.7× ROI on Coaching**

*"Companies providing executive coaching reported ROI of 5.7× their initial investment."*

— Manchester Review

**+68% Retention**

*"Mentorship participants at Deloitte were 68% more likely to stay with the company."*

— Deloitte Study

Early-stage pilot results align with this trajectory.



# Why Teams Choose TCE

**Team Capability Engine** was built for modern design and product organizations, not retrofitted from corporate training playbooks.

## **Design-Centric Taxonomy**

100+ UX-specific skills not generic HR competencies

## **AI-Powered Recommendations**

Instant, personalized learning paths, no manager prep needed

## **Mentorship That Drives KPIs**

Measurable coaching sprints with real project impact

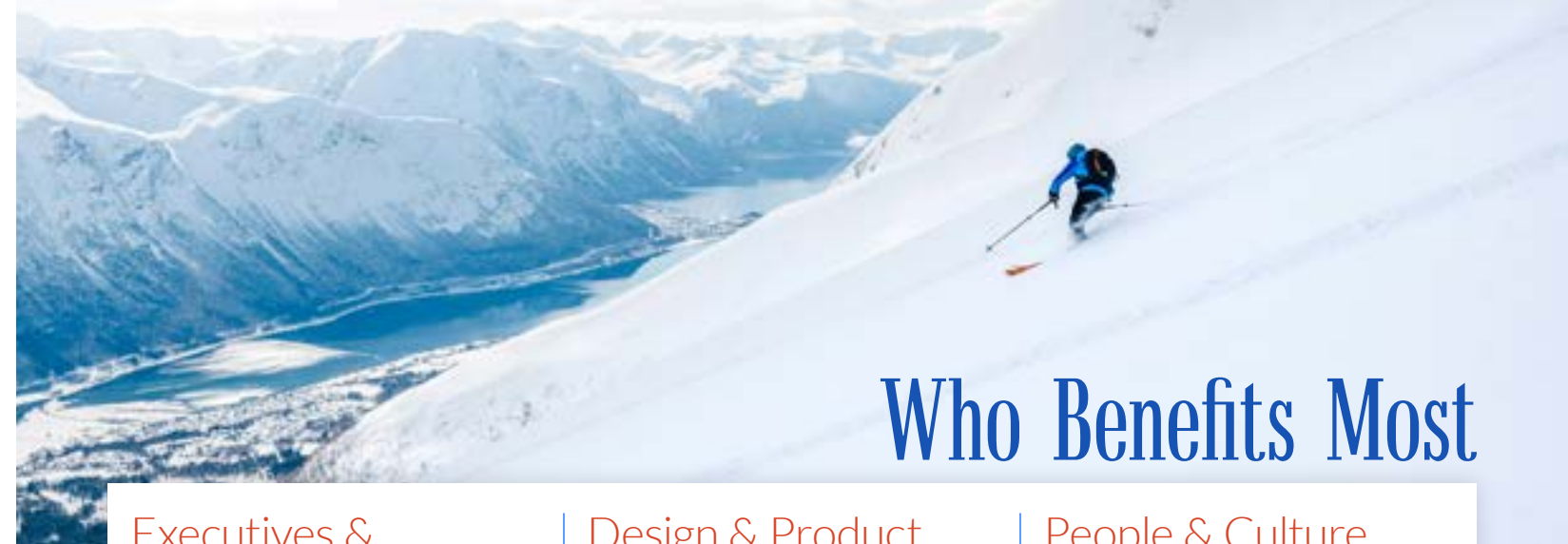
## **Trust Signals You Can Act On**

Culture health made visible before attrition starts

## Early Alpha Snapshot

So far, TCE has engaged with over **70 professionals**, delivering fewer reworks and missed deadlines, clearer individual growth paths, and a **significant reduction in manager overhead** for coaching.

*Leadership should ship in sprints and pass every test.*



## Who Benefits Most

### Executives & Founders

Who need leadership investment tied to delivery and culture metrics

### Design & Product Managers

Who want to lead but don't have time to reinvent coaching

### People & Culture Leaders

Who need scalable, measurable growth programs without the fluff

## What's Next: Join the TCE Alpha Program

We're building this in real time, and we're inviting you to help shape it.

### **JOINING THE ALPHA INCLUDES:**

1. Full access to the **Uplift diagnostic** and **DoT mentoring framework**
2. Visibility into team skill radar and trust scores
3. Early influence on features, metrics, and direction

Request your free team diagnostic.  
Discover what happens when leadership becomes measurable, scalable, and trusted.

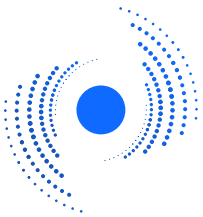




*Leadership is measured in trust.  
Trust is measured in results.  
We measure both.*



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