

# TRAILPATH

## WORKPLACE SOLUTIONS

The foundation of every organization is its people.

TrailPath Workplace Solutions (TWS) is a workplace and people development company leveraging modernized methods and technologies to build Meaningful Employment Environments™ that help organizations and people thrive.

**A WORKFORCE IN CRISIS:** Demographic and societal shifts have fundamentally changed workforce dynamics.

Workplace instability is costing organizations millions of dollars per year.

45%

of the workforce is either declining or just surviving.



35%

of the workforce is not fully participating or engaged in their work.



54%

of team members feel their company is not loyal or committed to their well-being.



\$13K

the average cost per turnover event across industries.



22 - 136%

the range of average annual recorded turnover rates.



### TWS ORIGIN STORY:

Leveraging decades of experience building cultures of continuous improvement, lean and operational excellence, the team at TWS is now focusing completely on the human aspects of industry. We believe that people are the foundation of all organizations, and we know the prosperity of an **organization** and the prosperity of **people** are inextricably linked.



### TWS PURPOSE:

The purpose of TWS is to help **people thrive**. When people thrive, it creates participation and workplace stability, benefiting people, organizations and communities. We aspire to build workplaces where dignity and meaningful work are the foundations for organizational decisions, leadership behaviors, and team member participation.



### WHAT IS MEE™:

A Meaningful Employment Environment™ (MEE™) is a proprietary framework with guiding principles of Dignity and Meaningful Work. A MEE is defined as a workplace where **trust** has been established, **fundamental needs** are being met, the **environment is participatory**, and the **work is meaningful** in such a way that both organizations and people thrive.



### THE CASE FOR MEE:

Demographic and societal shifts in the workforce have created a workplace crisis. People have choices, making it important to be an employer of choice. People expect to work in an environment that is rooted in **Dignity** and **Meaningful Work**, therefore, we need to build Meaningful Employment Environments (MEE).



### TWS - MEE™ VALUE:

MEE will reduce the significant cost of workplace instability, will improve participation, and will advance your ability to develop and retain top talent - becoming the **employer of choice**. We leverage a modernized approach to unlock workplace stability and create a sustainable competitive and people advantage for organizations.

#### The Value of Workforce Stability



#### Our Goal



### TWS - HOW | NXTPATH™:

NxtPath™ is a Workplace and People Development Platform enabling **learning, participation, and visibility** to build a MEE. The technology leverages the MEE Framework to build and carry out individual paths for all people to grow and thrive. It drives accountability for results by making workplace problems visible and then identifies the critical path, both financially and operationally, to seize these "renewable" opportunities. NxtPath is a high impact, low risk, low investment and easy to implement solution to increase workplace stability.

Contact us at [hello@trailpathws.com](mailto:hello@trailpathws.com) or visit us at [trailpathws.com](https://trailpathws.com)

Path For Every  
Team Member

Increase  
Team Member  
Participation

+

Path For Every  
Leader

Scale  
Leadership  
Behaviors

=

Destination for Your  
Organization

Improve  
Organizational  
Decisions

NxtPath™ is an interconnected technology platform that drives improved organizational decision making, scales leadership behavior, and increases team member participation to build Meaningful Employment Environments™.



## NXTPATH™ WHY:

All organizations, leaders and team members are unique and require a **unique and individual path to grow and thrive**. However, scaling these unique paths is difficult. NxtPath is tackling this very difficult task.



## PATH FOR EVERY TEAM MEMBER:

NxtPath is designed to create individual paths that are dynamic and connected to people in their work environment. These paths complement a team member's day-to-day experience.



## NXTPATH™ INNOVATION:

NxtPath is differentiated by its dedication to helping people build their individual paths as part of an ongoing **learning and participation process**. This process is evergreen as people grow and thrive in key areas amidst changing business and industry conditions.



## NXTPATH™ OUTCOME:

The outcome of NxtPath is to create an environment where organizational decisions are made with people's best interests in mind, the MEE leadership behaviors are scaled, and team members are highly participative.



## IMPLEMENTING MEE™ WITH LEARNING, PARTICIPATION AND VISIBILITY:

Implementing MEE begins in the Plan stage where people and organization-based assessments are completed to gain baseline insights to the MEE Framework and align on priorities. The next three continuous stages leverage NxtPath technology where all users - **team members, leaders, and the organization** - will **Learn, Participate and Advance** within the interconnected platform.



## NXTPATH™

### WORKPLACE AND PEOPLE DEVELOPMENT PLATFORM

#### Learn:

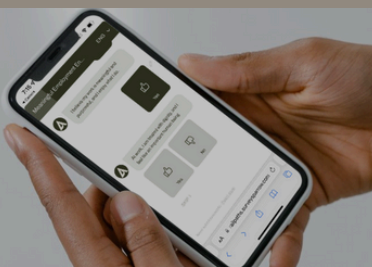
Interactive training and education based on the MEE framework curriculum and individualized path development.

#### Participate:

Actionable paths for every team member and leader, driving engagement, problem solving and opportunity management.

#### Advance:

Insights from the MEE visibility center and continuous improvement with obstacles and opportunities prioritization.



For more on how this relates to your work or to request a complimentary demo of NxtPath™, contact us at [hello@trailpathws.com](mailto:hello@trailpathws.com) or visit us at [trailpathws.com](http://trailpathws.com)

**TRAILPATH**  
WORKPLACE SOLUTIONS