

# Sapling

## The AI-enabled management product

Sapling provides independent contributors transparency and agency over their career growth while automating the manual work of management.

Know where you stand, and let your manager focus on what truly matters.

### The Problem We're Solving

#### For Independent Contributors

In today's hybrid and remote work environments, employees lack agency over their careers. Despite being expected to take control of their development, they receive fewer tools and less transparency around expectations, progress, and career advancement. Success depends heavily on having a good manager relationship rather than merit alone.

#### For Managers

Managers are responsible for growth, performance, and mentorship but often lack training and resources. Time constraints lead to deferred conversations and reliance on direct reports to surface important topics. Even well-intentioned managers struggle to provide consistent support, contributing to the truth that "people don't leave bad companies, they leave bad managers."

### How Sapling Works

01

#### Connect & Align

Link Slack, Teams, Outlook, Workday, 15Five and other platforms to understand what you're working on, who you're collaborating with, and your current goals.

02

#### Gather Continuous Feedback

Collect informal, one-line feedback at key moments—after demos or customer calls—to build a real-time picture of your performance.

03

#### Structured 1:1s

Enter meetings with a clear agenda, priorities, a repository of your work and progress, and actionable insights for next steps.

04

#### Actionable Growth

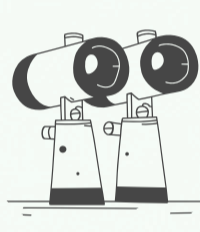
Use AI insights and trainings to provide the right tools for growth and career development

### The Impact



#### Reduced Friction

Automate goal tracking and eliminate manual effort in performance management.



#### High Visibility

Clear view of growth areas with actionable insights to improve performance.



#### Timely Alerts

Managers receive notifications when direct reports need support or intervention.



#### Better Communication

Improved organizational transparency and continuous feedback loops.

### Why This Matters

#### The Current State

Only 31% of U.S. employees are engaged—a 10-year low. Just 20% receive weekly feedback from their manager, and 1 in 3 employees go more than 3 months without any feedback. Meanwhile, 95% of managers are dissatisfied with current performance review processes, and 40% lack the tools to accurately assess performance.

The root cause? Poor management and broken processes. Managers account for 70% of variance in team engagement, yet 4 in 10 employees disengage when they receive little or no feedback.

#### The Bottom Line

Employees receiving meaningful weekly feedback are 4x more engaged. Teams with strengths-based feedback are 12.5% more productive and 9% more profitable. Companies with regular feedback practices see 15% lower turnover.

### Market Opportunity

81% of HR leaders are actively modifying their performance management approach, with continuous feedback (60%), manager coaching (53%), and regular 1:1 conversations (46%) as top priorities. The market is ready for change.

<b>Workday</b> Enterprise HR with deep integration but clunky workflows not built for employees.	<b>LinkedIn Learning</b> Massive content library but not tied to core business function or feedback.	<b>15Five</b> Strong check-in rhythms but can create fatigue and depends on manager consistency.	<b>Culture Amp</b> Excellent engagement measurement but risks "surveying without change."
---	---	---	--

Sapling gives employees the transparency they deserve and managers the tools they need—transforming performance management from a burden into a catalyst for growth.

### Milestones

<b>Ideation &amp; Discovery</b> Build core functionality and run discovery with HBS alumni, professors, etc. <b>Timeframe:</b> Completed!	<b>Prototype</b> Used AI coding tools to build out quick front end prototype and validate workflows and value. <b>Timeframe:</b> Completed!	<b>MVP Complete</b> Build out fully functional prototype with improved design, full functionality, and integrations. <b>Timeframe:</b> End February	<b>Rock Fellowship</b> Apply to Rock Summer Fellows Program. <b>Timeframe:</b> March	<b>Run Pilot</b> Work with pilot company to use and try software and ensure viability. <b>Timeframe:</b> April+