

# Welcome, WorkBoard Community!





**1**

**WorkBoard news and events**

**2**

**Recent features**

**3**

**What's coming this month**

**4**

**Coming in Q2**

# Let's start with introductions ...



**Megan Kolkman**  
Managing Director –  
Client Services & Success



**Josh Brown**  
Customer Success  
Manager



**Lizzie Kligen**  
UX Designer



**Hemant Sharma**  
VP Growth



**Florian Hunziker**  
COO

IDEATION



INNOVATION



# WoBoCon



MAY 15-16  
2019

## Join other customers and the WorkBoard team for a two-day WoBo hackathon!

The best products and processes reflect technical and non-technical perspectives — everyone is welcome.

This is a great opportunity to flesh out your ideas for WorkBoard, share them with others and bring them to life in the WorkBoard platform or methodology!

- Prototype and demo new WorkBoard capabilities
- Ideate and create better or novel user experiences
- Brainstorm new process and onboarding flows that help teams align, measure and achieve key results faster
- Meet and mingle with peers from other companies and WorkBoard team members

Bring a team or let us pair you with common-interest peers for two-days of innovation and great fun.

WoBoCon is free to join. Space is limited to 40 – register yourself or the team today!

[Register Now](#)

EXPERT WEBINAR

# Driving Effective Meetings

March 27 @ 11AM PST



Tamara Rezler  
Chief of Staff, Trendkite

*Hear TrendKite makes meetings worth the time.*



**Register now!**

[www.workboard.com/effective-meetings](http://www.workboard.com/effective-meetings)



# Become a certified OKR coach!

Join 400 coaches certified helping their organizations thrive in dynamic markets!

- 2-day program
- Bring a team to our location in Silicon Valley
- Schedule for a larger group at your location
- Class size: 30

**Register now!**

[www.workboard.com/okr-certification](http://www.workboard.com/okr-certification)



# OKR Coach Certification Program

## Coach Curriculum & Certification

Help your organization achieve its growth agenda while increasing your personal impact and advancing your career. The training program and certification includes classroom sessions, role playing practice, offline exercises and a final exam that encompasses:



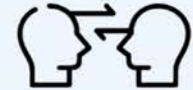
Anatomy of objectives and key results



Facilitating OKR setting for the leadership team



Guiding teams to measuring results vs activity



Enabling young managers to lead strong conversations and set good OKRs



Facilitation best practices



Managing an OKR program roll out



Aligning OKRs throughout the organization



Metrics and key result mastery



# Speed tip #1 Create action items from slack conversations!

The screenshot shows a Slack interface for a channel named 'wobocon'. On the left is a sidebar with a 'Workboard' section containing various channels like '# reliancereadyplan', '# sales', and '# wobocon'. The main chat area shows a message from 'Rocio' at 4:19 PM: 'We finalized the text on the email invitation, flyer and reg page!' with a PDF attachment named 'wobocon2019\_flyer.pdf' (957 kB). The flyer is for 'WoBocon' on 'MAY 15-16 2019'. Below the message, a context menu is open, listing actions like 'Follow message', 'Copy link', and 'Create an action item Workboard', which is highlighted in blue. Other messages from 'deidre' and 'Rocio' are visible below.

Slack - Workboard

**Workboard**

- deidre
- # reliancereadyplan
- # sabre
- # sales
- # sales\_candidates
- # salesenablement
- # samsung
- # secureworks
- # snowflake
- # strat\_talk
- # stripe\_notifications
- # team\_huddle
- # timeoff-announcement
- # training\_for\_scale
- # transamerica\_win\_team
- # trendkite
- # trips
- # ux\_ui
- # vineyardvines
- wobo-board
- wobo-floodgate
- wobo-tdl\_pr
- wobocon**
- # workday
- # general

Direct Messages

- Slackbot
- deidre (you)
- arjun

**wobocon**

Friday, March 1st

Wednesday, March 6th

**Rocio** 4:19 PM  
We finalized the text on the email invitation, flyer and reg page!

PDF

wobocon2019\_flyer.pdf  
957 kB PDF

Here is the flyer and the reg page is here:  
<https://www.workboard.com/wobocon/>

**deidre** 4:29 PM  
Awesome— Let's use WoBoCon.  
And turn into a body of email message we can send to Sameera's key folks ASAP.

**Rocio** 4:29 PM  
Stephanie is doing the email yes. We'll change it

**deidre** 4:33 PM

Message wobocon

Follow message  
Any replies will show up in All Threads

Copy link

Mark unread

Remind me about this

Pin to wobocon...

**Create an action item Workboard**

Answer with Card Guru

Create Card Guru

More message actions...

Slack - Workboard

Workboard

- deidre
- reliance
- # reliancereadyplan
- # sabre
- # sales
- # sales\_candidates
- # salesenablement
- # samsung
- # secureworks
- # snowflake
- # strat\_talk
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- # ux\_ui
- # vineyardvines
- wobo-board
- wobo-floodgate
- wobo-tdl\_pr
- wobocon**
- # workday
- # general

Direct Messages

- Slackbot
- deidre (you)
- arjun

wobocon

8 | Add a topic

Thursday, March 7th

deidre 3:40  
Awesome

sameera 3:40  
FYI from  
Pasted image

deidre 9:00  
awesome

@stephani

Hemant 9:00  
joined w

stephani 9:00  
There is a  
RC)? Sho  
on the p

deidre 9:00  
Contact

I think pr

And our

stephani 9:00  
👍

Message wobocon

Search

@ ☆ ⋮

### Create an action item

**Description**

Describe the deliverable, action or results here...short and specific is

Everyone in the channel will be able to see this action item.

**Note**

There is a registration page on the website for direct invitees to RSVP. Should we post informational content on the public website (and RC)? Should anyone be able to register or should the event be by invite only (in which case, perhaps a

Remove < and > if the note contains a link.

**Due Date (optional)**

Mar 13, 2019

A valid date

**Assignee (optional)**

@deidre

Learn more about Workboard

Cancel Create

# Speed tip #2 Use search to get an instant OKR report for a person or team

The screenshot displays the WorkBoard interface. The top navigation bar includes 'WorkBoard' and several menu items: 'Biz Review', 'My Work', 'Boards', 'Objectives', 'Meetings', and 'Teams'. On the right side of the navigation bar, there are icons for a plus sign, search, notifications (6), a trophy, and a user profile.

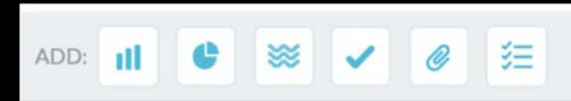
The main content area is titled 'Objectives' and shows a search filter for 'Customer Marketing'. Below the search filter, a list of objectives is visible, including 'Add \$28M of upsell pipeline from cust...', 'There is a 10% surge in same-week W...', 'GROWTH: Marketing enables Custo...', 'CX: Unified customer journey from m...', and 'Deep dive with 3 customers so market...'. A 'FAVORITES' section is also present at the bottom of the list.

The main view shows the 'Customer Marketing' department for 'Paul Carter'. A summary card at the top indicates a 77% completion rate for the objective 'GROWTH: Because it's cheaper to retain than to obtain', with '18 days left' and '1' update. Below this, a table lists three specific objectives with their progress and details:

Progress	Objective Description	Owner	Last Update
24.12m of 28m	Add \$28M of upsell pipeline from customer marketing campaigns or tooling in T1 and T2 accounts	Automatic Updates	As of Jan 09, 2019
7% of 10%	There is a 10% surge in same-week WAU with every customer marketing campaign	Emma Smith	As of Jan 09, 2019
75% of 100%	100% of our campaigns are focused on T1 and T2 new logos and customers	Melinda Sanchez	As of Nov 04, 2018

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# Speed tip #3 Grab all the actions from the last meeting



**WorkBoard** Biz Review My Work Boards Objectives Meetings Teams

Strategic Use Cases View meeting for: Jul 24 at 1:00pm Count up: 00:00 Meeting feedback: [Smiley] [Frowny] [Sad] Send Minutes

ADD: [Bar chart icon] [Pie chart icon] [Waves icon] [Checkmark icon] [Link icon] [List icon]

Topics for Discussion

- US SALES: Build skills for ex... credibility with the right cus... Sales NorthAmerica Team: Jason A
- 50% of customers are using features / top use cases
- 85% of ARR comes from customers in Tiers 1 and 2 segments 81% of 85%
- Re-look at the persona for chief of staff -- they are a key decision maker Sep 02 [R] [I]

Action items from last meeting

<input checked="" type="checkbox"/>	Message framework updated	Mary C	Strategic Use Cases	Dec 04, 2018	[R]	[I]
<input type="checkbox"/>	We have the wrong personas..!	Jack C	Personal Stream	Jun 12, 2018	[G]	[I]
<input type="checkbox"/>	SVP, GM or Chief Executive above CMO	Barry B	Strategic Use Cases	Nov 09, 2018	[G]	[✓]
<input checked="" type="checkbox"/>	Onboarding checklists for Advanced Analytics	Carlo M	Strategic Use Cases	Jan 16, 2019	[G]	[I]
<input type="checkbox"/>	Competing on Market Predictor	Luke L	Strategic Use Cases	Jan 28, 2019	[G]	[✓]






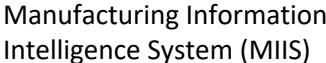










Add to this meeting

Put actions in: Strategic Use Cases

Feb 28 [G] [I] Added by Jack C

Mar 12 [G] [I] Added by Jack C

# Speed tip #4 Integrate your business apps to update KRs automatically

Type of results	Example KRs updated	Example integrations
Sales & Marketing	<ul style="list-style-type: none"> <li>Target \$ ARR and bookings</li> <li>Lead volume/quality – # MQLs, SQLs</li> <li>Churned Revenue \$ or %</li> </ul>	   
Manufacturing	<ul style="list-style-type: none"> <li>Capacity Utilization %</li> <li>Production Throughput # by Product</li> <li>Reliability %</li> </ul>	 
Financial	<ul style="list-style-type: none"> <li>GRR</li> <li>Gross Margin</li> <li>\$ Lifetime customer value</li> <li>Current ratio % or contribution margin %</li> </ul>	   
Customer success & services	<ul style="list-style-type: none"> <li>NPS #</li> <li>Time to response or resolution (mins)</li> <li>Help Center usage - # views</li> </ul>	  
Collaboration and Development	<ul style="list-style-type: none"> <li>Product launch (Epic) % completion</li> <li>Market entry initiative % completion</li> <li># of Risks by Feature</li> </ul>	  



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### Company Strategic Priorities

Jack Ceomack

19 🌐 🚀 ⌵

#### CHURN

7.6 ▲ of 8

Maintain average NPS of 8

34 ▼ of 105

We meet with all > \$55K ARR customers renewing this quarter

85 ▲ of 90

Increase average number of users per account from 45 to 90

81% ▲ of 83%

Drive on average customer retention to 83%

102 ▶ of 165

Leads received

Updated Nov 30, missing Dec 3 update

#### GROWTH

69% ▲ of 75%

75% of Tier 1 and 2 customers are active weekly

88% ▼ of 96%

96% revenue retention of T1/2 customers

9 ▲ of 12

Create 12 new CMO references and case studies in T1/T2 accounts

80% ▲ of 85%

85% of ARR comes from customers in Tiers 1 and 2 segments

2 ▶ of 6

Release CMO notable quality-of-life features every two weeks into production

#### OBJECTIVES

53%

GROWTH: Make it easy for the right customers to buy and hard for them to leave

Executive Team: Jack Ceomack

85%

ECONOMICS: Maximize our ability to grow by optimizing our unit economics

Executive Team: Jack Ceomack

72%

CHURN: Customers for life

Executive Team: Jack Ceomack

#### WORKSTREAMS



Strategic Use Cases

Executive Team: Mary Cmoso

2



17



28



Dec 31, 2018



CMO Case Studies

Marketing: Paul Carter

8



8



#### HOTBOX

Show more

Deliver the personas, use cases, and CMO Agenda to CX&S and Sales teams to execute on training

Workstream

17%

Targeted one-to-few campaigns at low usage T1 & 2 accounts drive 10 account management conversations per month

Dede Mandrish

3 of 10

Get direct feedback from 7 CMOs on the prototype of CMO dashboards and drilldowns 2.0

Barry Bosser

2 of 7

85% of ARR comes from customers in Tiers 1 and 2 segments

59% of 85%

# Let the Team Know How “You Do You”



**Mary Cmoso**  
Chief Marketing Officer

On WorkBoard since Oct 2015

Reports directly to **Bob Jones** Dotted line report to **Bill Boss**  
Manages 3 teams of 14 members

I'm very excited to be developing the marketing strategy for new and existing products. Stoked about building strong pipeline for Q4 to enable our sales team to succeed! ✍️

### TEAM ENGAGEMENT

[See Workload](#)



### MOMENTUM

Give a shoutout

- Oct 1 at 3:00 pm from Victor VP  
**Goal Achiever**  
You are soaring! Way to go!
- Oct 1 at 3:00 pm from Emma Smith  
**Excellent!**  
Mary, nice work on the CEO event! It was spot on and brought the right leads for sales
- Oct 4 at 3:00 pm  
Mary updated the result: **Customer Acquisition Cost (CAC) across all channels to 1550** for the week of Sep 27th

### RESULTS THIS PERIOD

\$2.3M in ARR end of quarter	<b>\$2.1m</b> of 2.3m
5 deals in pipeline > partner co-sell	<b>3</b> of 5
\$600k in ARR bookings	<b>\$616k</b> of 600k
pipeline	<b>1.25m</b> of 3m
Build a think tank with experts and customers	<b>33%</b> of 100%
Add 5 fortune 500 logos	<b>1</b> of 5
Press mentions in Tech magazines	<b>12</b> of 50

### OBJECTIVES

<b>58%</b> CHURN: Build customer relationships and advocacy to	<b>76%</b> GROWTH: Drive demand and build the sales pipeline	<b>38%</b> INNOVATE: Make the K2 Launch the most successful in our
---	---	---

### TOTAL IMPACT

<b>88</b>	key results
<b>92%</b>	results achievement
<b>5201</b>	actions complete
<b>01</b>	badges received

### EXECUTION VELOCITY

<b>345</b>	<b>230</b>
------------	------------



Governance & HR



Custom User Attributes

Categories

Org Directory

Past Due Key Results

Past Due Key Results

	Source	Date of last update	Frequency	Missed	Ping
<div style="border: 1px solid #ccc; padding: 5px; display: inline-block; margin-bottom: 10px;">  Ping all KR owners                 </div>					
<b>Talent Acquisition: Jean Wobo</b>					
<b>Improve employee engagement</b>					
0 of 8	Score on satisfaction survey	Alice Peoples	Never updated	Weekly	62
0% of 100%	New skill building programs implemented	Alice Peoples	Dec 31, 2017	Weekly	63
<b>Executive Team: Jack Ceomack</b>					
<b>INNOVATE: Dramatically improve customer and employee experience</b>					
97 of 10	10 Evangelist interviews published in tier 1 media	Jack Ceomack	Jan 15, 2019	Weekly	18
<b>Emma Smith</b>					
<b>Expand my expertise as a marketing master</b>					
80% of 100%	Attend Toastmasters	Emma Smith	Dec 05, 2018	Weekly	12
<b>Catie Smith</b>					
<b>Improve my public speaking skills</b>					
6 of 8	Attend 8 Toastmaster meetings this quarter	Catie Smith	Jan 30, 2018	Weekly	4
<b>Improve my public speaking skills</b>					



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# Performance Enhancements to WorkBoard

## Continuous performance enhancements ...

- Optimized database table access
- Improve search and adjust dropdowns for scale
- Reduce redundant calls to certain functions
- Reduce the amount of data sent to the browser for alignment view interactions
- Move to React on browser for faster load time
- Optimizations for very large enterprises



## ... to make WoBo snappier all around

- ✓ Faster page load times
- ✓ Quicker search responses
- ✓ Faster data entry and updates
- ✓ Smarter dropdowns

# Author smart OKRs quickly

1. Create and edit OKRs fast with conversation-style wizard.
2. Easily mirror a key result on a different objective
3. Roll up and inherit key results more efficiently
4. Control transparency by defining the specific teams that can see your OKRs

**Add Team Objective and Key Results** More actions Done

**OBJECTIVE**

**GROWTH: Make it easy for the right customers to buy and harder for them to leave because they love the product**

Team | Executive Team · Aligned to 3 objectives · Dec 15, 2018 - Dec 31, 2018

---

**KEY RESULTS**

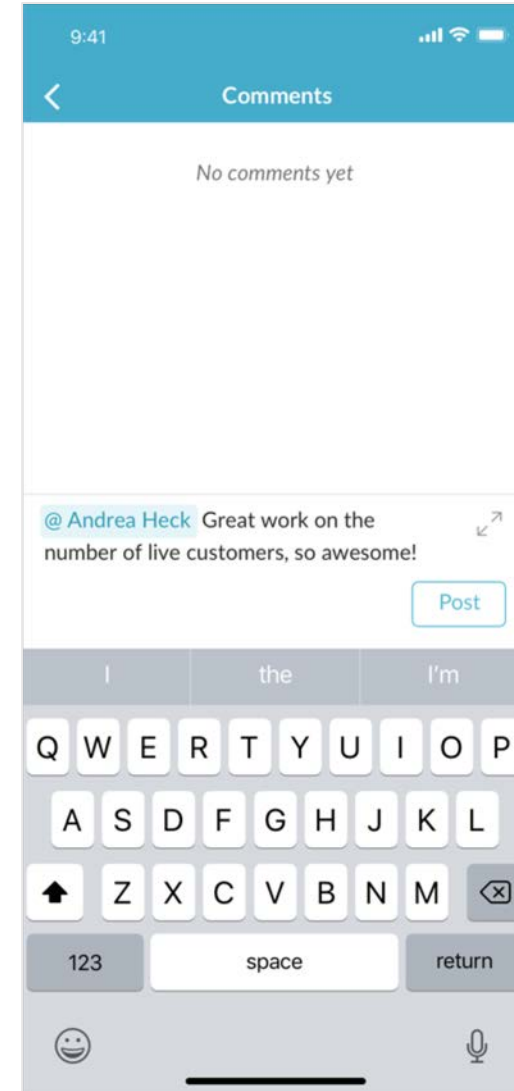
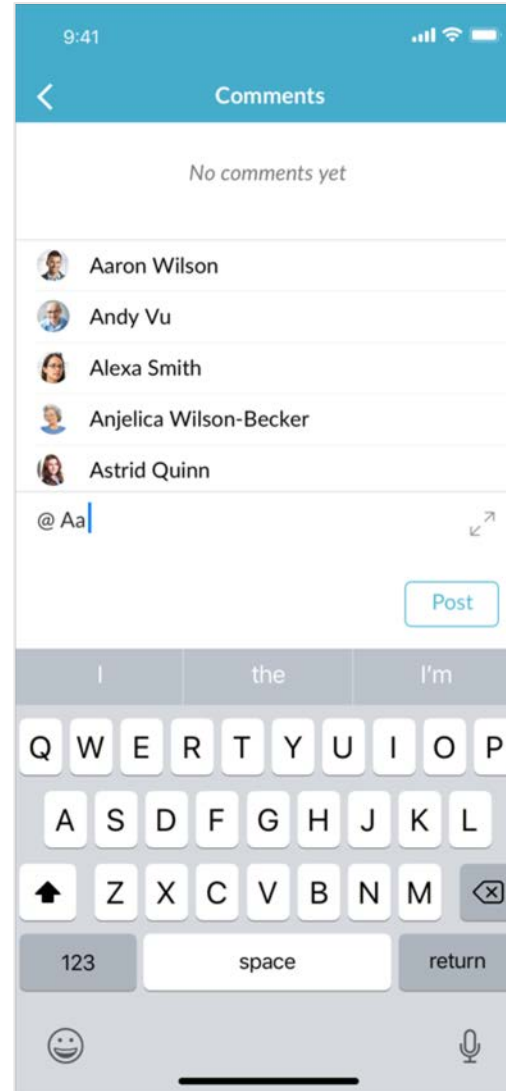
- # **Release CMO notable quality-of-life features every two weeks into production**  
Jack Ceomack to update number every Friday. · 0 of 15
- # **Initial Snazzy solution release is used by 10 Tier 1 and 2 customers at least two times a week**  
Barry Bosser to update number every Friday. · 0 of 10

[+](#) Add another key result

When you are finished adding key results, [Add Dependencies](#) or select Done.

# Faster conversations on mobile

@ mention colleagues while collaborating on OKRs and action items on mobile





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### Objectives



Jump to...

- My Objectives
- Heatmap
- Alignment
- Timeline
- Engagement

COLLAPSE ALL

FAVORITES

### My Objectives

4 UPDATE KEY RESULTS



- OKRs I Own
- Key Results I Update
- My Manager's OKRs

Show: Teams I manage

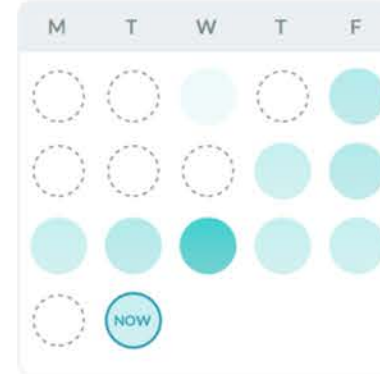
#### MARKETING TEAM OBJECTIVES



#### SALES & CUSTOMER MARKETING TEAM OBJECTIVES



#### OKR Focus



Awesome!

You gave Carlo Marco a badge for Provide RevOps data and insights that move us from good to incredible



Excellent!

You gave Carlo Marco a badge for Provide RevOps data and insights that move us from good to incredible



Excellent!

You gave Carlo Marco a badge for Provide RevOps data and insights

My Calendar

Update 2 key results



**MY OKRS** View all

- 60% Increase average number of users per account from 45 to 90 account
- 30% CAC Payback Period for new business deals improves from 10 months to under 8 months
- 40% Drive gross revenue retention above 83%
- 53% Gross margins move from 74% to 79%

**MY WORKSTREAMS** View all

- 44% Strategic Use Cases
- 44% Snazzy Solution Launch
- 44% Go to Market Strategy
- 44% Renewals Q1-Q2

Week < > March 2019

Show me: Action items & subactions

Mon Feb 25	Tues Feb 26	Wed Feb 27	Thurs Feb 28	Fri Mar 1	Sat Mar 2
Marketing Weekly Huddle 9:00 am	Prep for 1on1 with Carlo 7:30 am	TMO Weekly 10:00 am	Talk to Charles about unblocking the compliance element SNAZZY SOLUTION LAUNCH	Pick up the key result Joe C. cascaded to you	
Retail Chief of Staff STRATEGIC USE CASES	Meet with Mary and discuss Demand Gen and LTV/CAC Ratio and plan SNAZZY SOLUTION LAUNCH	K2 Launch Planning 10:00 am	CSM training needs urgent attention > make it happen in March! SNAZZY SOLUTION LAUNCH	Prep for 1on1 with Mary 8:30 am	Sun Mar 3
		Complete pricing sensitivity analysis for NA + EMEA services GO TO MARKET STRATEGY	Vertical Planning 2019 STRATEGIC USE CASES	Oil & Gas CMO STRATEGIC USE CASES	
		Check with Stacy on weekly report RENEWALS Q1-Q2	Create a plan for Oil & Gas CMO Customer Reference and Video CUSTOMER REFERENCES	Talk to Pete about Salesforce field RENEWALS Q1-Q2	
		Call bank PERSONAL STREAM		Submit business proposal to Dan PERSONAL STREAM	



Objectives |←

🔍 Jump to...

- Due for update now 4
- My Objectives
- Heatmap
- Alignment
- Timeline
- Engagement
- ^ COLLAPSE ALL
- ^ FAVORITES

Alignment



🌐 By Organization | 📊 By Objective | 📄 Full Alignment Report 🔍 Search for a person, team, objective, or category

Show: Default view ▾

👤 David Ceomo Full Alignment Report

	Owner	End Date	View
↑ ⊖ 19% Crush my revenue goal for Q1!	Josh B	Mar 31	🗒️
└─ ⊖ 58% WAU: Increase activity in all of our accounts	Alice Y	Mar 31	🗒️
└─ 20% Great CX across our entire application for both internal and external	Alice Y	Mar 31	🗒️
└─ ⊕ 13% GROWTH: Make it easy for the right customers to buy and hard for them to leave	Brenna S	Apr 31	🗒️
└─ 43% PEOPLE: We attract, retain and enable the best people to operate at their best	Clark L	Apr 26	🗒️
└─ 22% ECONOMICS: Maximize our ability to grow by optimizing our unit economics	Shantanu S	Apr 31	🗒️
⊖ 19% Crush my revenue goal for Q1!	Josh B	Mar 31	🗒️
└─ ⊖ 58% WAU: Increase activity in all of our accounts	Alice Y	Mar 31	🗒️
└─ 20% Great CX across our entire application for both internal and external this is really long and runs to	Alice Y	Mar 31	🗒️
└─ ⊖ 19% Crush my revenue goal for Q1!	Brenna S	Apr 31	🗒️
└─ ⊖ 58% WAU: Increase activity in all of our accounts	Clark L	Apr 26	🗒️
└─ 20% Great CX across our entire application for both internal and external	Shantanu S	Apr 31	🗒️
└─ ⊕ 13% WAU: Increase activity in all of our accounts	Brenna S	Apr 31	🗒️
└─ 43% WAU: Increase activity in all of our accounts	Clark L	Apr 26	🗒️
└─ 22% WAU: Increase activity in all of our accounts	Shantanu S	Apr 31	🗒️

Due for update now

4

My Objectives

Heatmap

Alignment

Timeline

Engagement

COLLA

FAVOR

## WAU: Increase activity in all of our accounts

Alice Yang: Customer Success



Dec 25, 2018

14 days left

Key Results [Aligns](#) [Comments](#) [History](#)

↑ ⊖ 19%	Crush my revenue goal for Q1!	Josh Burns	Mar 31	
└ ⊖ 58%	WAU: Increase activity in all of our accounts	Alice Yang	Mar 31	
└ 20%	Great CX across our entire application for both internal and external	Alice Yang	Mar 31	
└ ⊕ 13%	ECONOMICS: Maximize our ability to grow by optimizing our unit economics	Brenna Sted	Apr 31	
└ 43%	PEOPLE: We attract, retain and enable the best people to operate at their best	Clark Larson	Apr 26	
└ 22%	GROWTH: Make it easy for the right customers to buy and hard for them to leave	Shantanu Saggarr	Apr 31	

Jack's Running Business Review



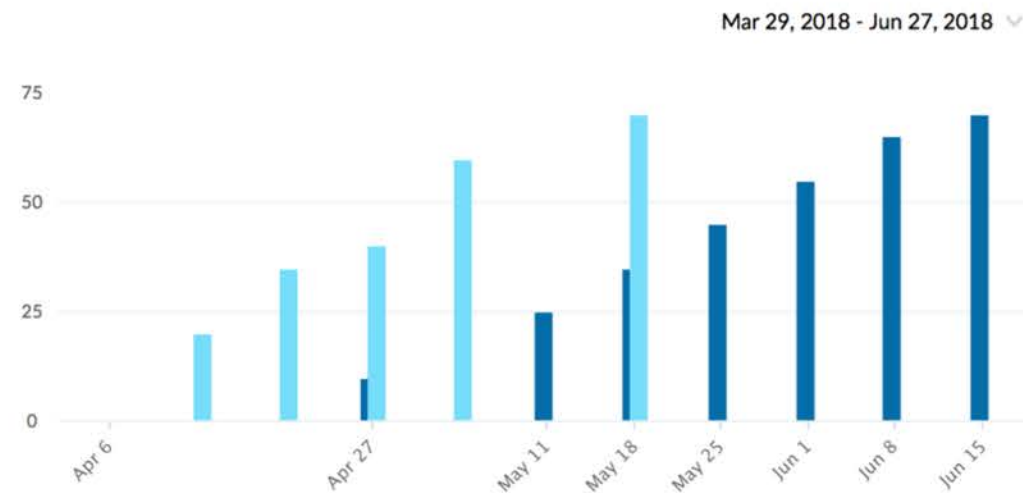
KPIS

Personalize Hotbox

Presenter Mode

Progress: Systems Decom + Rationalization (\$19M cost take out)

Decom Rationalization



Margins

(KR1)



New ARR (\$Rev)

Bookings (KR2)



Market Sentiment

Next 2 Us

Market Perception

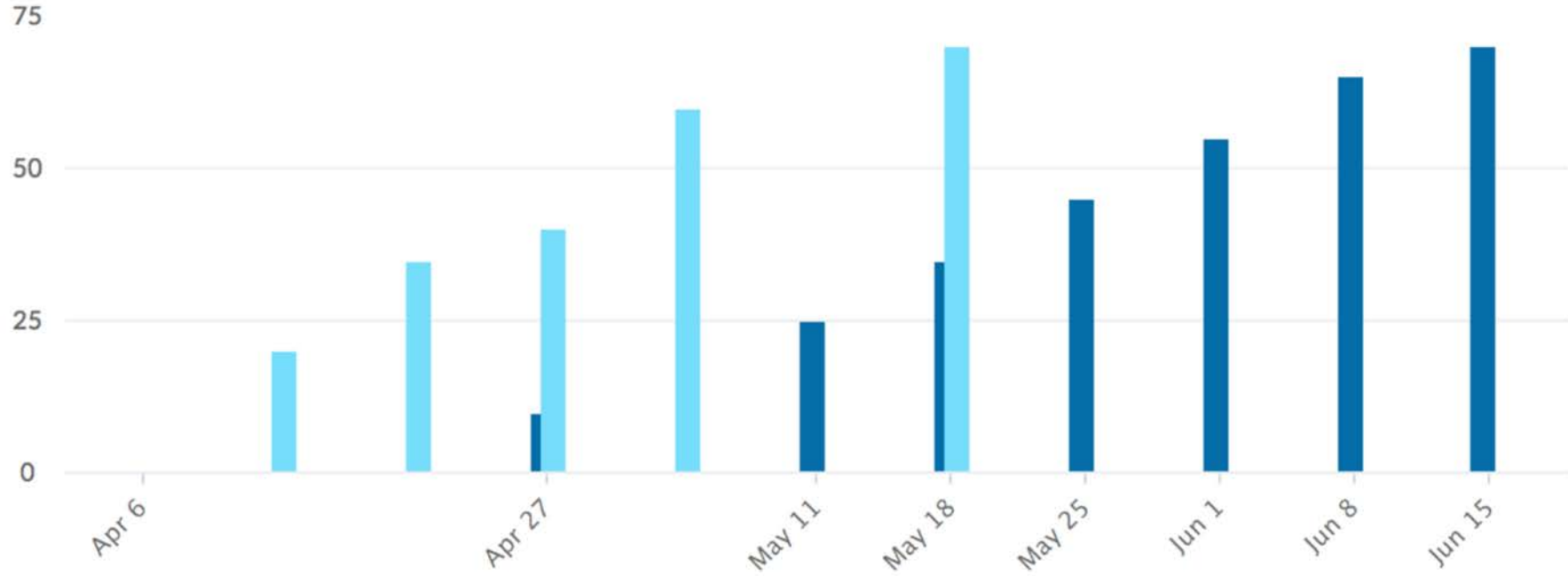


### KPIS

#### Progress: Systems Decom + Rationalization (\$19M cost take out)

Decom Rationalization

Mar 29, 2018 - Jun 27, 2018



### OBJECTIVES

- 71%** **GROWTH:** Make it easy for the right customers to buy and hard for them to leave  
Executive Team: Jack Ceomack
- 87%** **ECONOMICS:** Maximize our ability to grow by optimizing our unit economics  
Executive Team: Jack Ceomack
- 82%** **CHURN:** Customers for life  
Executive Team: Jack Ceomack
- 80%** **PEOPLE:** We attract, retain and enable the best people to operate at their best  
Executive Team: Jack Ceomack
- 88%** **INNOVATE:** Dramatically improve customer and employee experience  
Executive Team: Jack Ceomack
- 63%** **Enable sales to set meetings and win deals with the right buyers!**  
Demand Gen: Dede Mandrish



Jack's Running Business Review

KPIs

Progress: Systems Decom + Rationalization (\$19M cost take out)

Margins

WORKSTREAMS



Strategic Use Cases  
Executive Team: Mary Cmoso

2



26



25



Mar 31, 2019



Snazzy CMO Beta Program  
Global Sales: Joe Smarts

10



10



Mar 31, 2019



Renewals Q1 - Q2  
Executive Team: Carlo Marco

5



8



8



Jun 30, 2019



Snazzy Solution Launch  
Marketing: Mary Cmoso

1



7



Feb 28, 2019



Transition S&D Managers  
International Expansion Strategy: Jack Ceomack

2



Likely to Buy









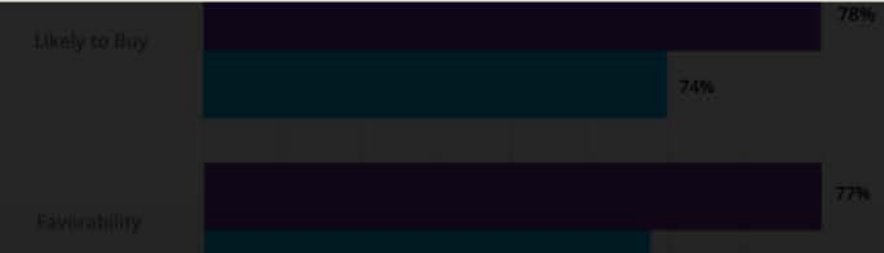
Favorability



KPIs

### HOTBOX

	Build a world class operations organization that amplifies value for the company <small>Operations: Dan Levitz</small>	63%
	Keep and expand our customer base <small>Customer Experience: Carlo Marco</small>	15%
	GROWTH: Marketing enables Customer Success as much as it does Sales <small>Marketing: Mary Cmoso</small>	57%
	Sales team hiring <small>Global Sales: Sam Admina</small>	55%
	Client Experience Simplification -- improve client satisfaction, reduce client visible error rates and meet client critical commitments <small>TMO: Tom Transform</small>	63%
	Roadmaps <small>Jack Ceomack</small>	50%





**1**

**WorkBoard news and events**

**2**

**Recent features**

**3**

**What's coming this month**

**4**

**Coming in Q2**



A collage of diverse hands and arms raised against a dark background. The hands vary in skin tone, including light, medium, and dark. Some arms have accessories like a watch, bracelets, or a tattoo. The text 'What are you curious about and what do you think?' is overlaid in white, with the word 'curious' highlighted in blue.

What are you **curious** about  
and what do you think?

*Thank you for the opportunity to  
support your success!*

