

ATM GLOBAL WORKFORCE INTELLIGENCE™

Turning workforce disruption into exponential ROI in people + profit

Today's leaders are navigating the most complex workforce environment in history.

AI disruption, demographic shifts, global talent shortages, generational friction, borderless teams, and rising workforce expectations are reshaping how business is done.

Most organizations respond with **one-off leadership programs** or culture initiatives that inspire for a moment but fade quickly. The result? High attrition, wasted investments, stalled growth, and **missed market opportunities**.

The **ATM Global Workforce Intelligence™ Model** was created to solve this gap. It moves companies from ordinary ROI (broad, vague, slow, inconsistent) to **breakthrough ROI** (precise, measurable, fast, sustainable).



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The Trends We Address

- AI & Automation Disruption – Entire job categories shifting; reskilling is urgent.
- Demographic Shifts – Aging workforce in the West, youth boom in Africa & South Asia.
- Generational Leadership – Gen Z already managing; multigenerational friction rising.
- Global Talent Shortages – Critical gaps in skills and leadership capacity across industries and regions.
- Borderless Work – Remote, distributed teams as the new norm.
- Equity & Market Expansion – Inclusion as access to new markets/customers, not just compliance.
- Workforce Expectations – Purpose, flexibility, and psychological safety drive retention.
- Investor & Board Pressure – Proof that people investments yield hard ROI like tech.
- Future of Work Readiness – Building adaptability and resilience, not just skills.
- Cultural Intelligence – Leading effectively across borders, languages, and norms.



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The 5-Phase Client Model

Phase 1: Diagnose with Precision

ATM Workforce Readiness Scan™

- AI + human analysis of leadership, culture, retention, and future-of-work readiness.
- Pinpoints the 20% of leaders, roles, and regions that drive 80% of ROI.
- Anchored in global trends: talent shortages, demographic shifts, cultural intelligence.

Outcome: Clear data showing where ROI is being created, where it's leaking, and where to invest first.

Phase 2: Design for Measurable

Outcomes Strategic ROI Roadmap

- Align leadership and culture investments to hard business metrics: turnover, engagement, time-to-leadership, revenue per employee.
- Anchored in global trends: investor/board demand for ROI, workforce expectations for purpose and flexibility.

Outcome: A blueprint that connects leadership shifts directly to financial results.



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The 5-Phase Client Model

Phase 3: Deliver Quick Wins

30–60 Day Activation

- Implement targeted high-impact practices (labs, cross-cultural collaboration, generational strategies).
- Anchored in global trends: AI disruption, rapid reskilling, adaptability needs.

Outcome: Leaders behave differently, teams collaborate faster, and boards see measurable progress within weeks.

Phase 4: Embed Sustainable Systems

ATM Leadership & Culture Ecosystem™

- Toolkits, playbooks, AI dashboards, and quarterly scans.
- Anchored in global trends: multigenerational teams, psychological safety, need for consistent cultural practices.

Outcome: Culture ROI doesn't fade; it compounds every quarter.



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The 5-Phase Client Model

Phase 5: Scale Globally Workforce Intelligence Dashboards

- Predict attrition risk, reskilling needs, and market expansion readiness.
- License playbooks across divisions or portfolio companies for consistent global impact.
- Anchored in global trends: borderless work, equity as market access, cultural intelligence across geographies.

Outcome: Exponential ROI measured across regions, generations, and subsidiaries.

The ATM Signature Frameworks

The 3Ps: People. Performance. Purpose.

- People – Talent precision and leadership capability.
- Performance – Measurable outcomes tied to financial results.
- Purpose – Culture and inclusion as growth drivers, not side initiatives.

The 3Cs: Culture. Community. Capability.

- Culture – Embedding sustainable systems and norms.
- Community – Ecosystem of partnerships, networks, and collaboration.
- Capability – Reskilling, adaptability, and future-of-work readiness.



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Not Just Different — Disruptive: Where Vision Meets Uncompromising Action

This is not training. It is not one-off consulting. It is a Workforce Intelligence system that:

- Measures people like the most competitive asset.
- Multiplies ROI with speed and precision.
- Sustains growth with embedded systems.

In a world defined by disruption, **ATM Global Workforce Intelligence™** ensures that your people strategy is your profit strategy.

"Khalilah brings so much expertise but it's her ability to connect in a real and genuine way and to meet people where they are that truly sets her apart! I have greatly enjoyed our partnership and the innovative ways she approaches her work and it's icing on the cake that we've developed a genuine friendship along the way."
— Corporate Client

"[Khalilah] creates psychologically, safe spaces that allow leaders to unpack, learn, and share, promoting collaboration, and a sense of belonging. As a result, the investment we have made in our team members will also advance social change in the communities we serve."
— Corporate Client



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