— PROFESSIONAL SKILL DEVELOPMENT

Practice the conversation *before* it counts.

Your people speak the conversation out loud against an AI that holds a character and pushes back. Then a scored reading of what they actually said.

The coaching a manager rarely has time to run — for everyone, as often as they want.

ROLE-PLAY · CONSTRUCTIVE FEEDBACK 08:24

“I don’t agree with that feedback.”

Manager Foundations · session 4 of 7



COACHING NOTE

You named the behavior, not the person — and paused before moving on.

— ONE SESSION, END TO END

01
Assigned
Published to a group — or started by the learner.

02
Set up
Camera and mic, mic, or typed. 15, 30 or 45 minutes.

03
Briefed
The character and the scoring, up front.

04
Live
The AI stays in character. Speech is what’s scored.

05
Scored
A full reading in seconds, kept with every attempt.

— WHAT THEY PRACTICE

The conversations the job turns on.

PEOPLE: Constructive feedback · 1:1s · Delegation · Disagreement · Active listening

REVENUE: Discovery · Objections · Renewal at risk · Escalation

YOURS: Upload your material · Or describe the session

Curated tracks ship with the platform. Characters hold their position rather than folding.

— THE READING

Scored on what was said, with the reasoning.



Named the behavior, not the person 88

Let the disagreement be said out loud 74

Agreed a specific next step 61

- **Turn by turn** — what worked, and a better line to try.
- **Presence, listening, adaptation** across the session.
- Every attempt kept. Re-watch the moment that mattered.

— WHERE IT FITS

WORKFORCE DEVELOPMENT

Practiced out loud, not clicked through.

The program sees who practiced and how they are progressing.

EMPLOYERS

Onboarding and ramp.

Built from the employer’s own material, assigned by group.

COACHES & PROVIDERS

Your methodology, between sessions.

Delivered consistently across client companies. Content isolated per provider.

See a manager get told “I don’t agree.”

A live session, not a recording.

Sage · nSpire AI

Available through GradLeaders · nspire.ai