



Engagement: improved
where it lives

enTalent.ai



Engagement drives the numbers that matter

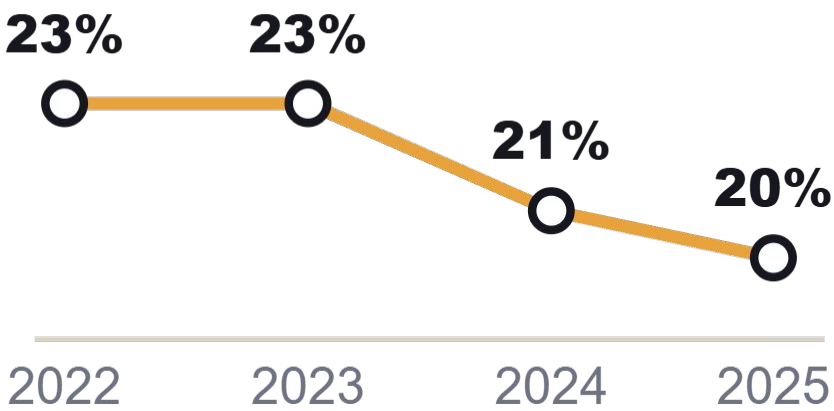
Engagement is the discretionary effort beneath performance, retention and productivity – but most companies only see the consequences after results begin to fall.

20%

of employees globally are engaged

↓ 3pp since 2023
second consecutive annual decline

Source: Gallup, State of the Global Workplace. Approx. \$10tn lost productivity, ~9% of global GDP.



ENGAGEMENT



BUSINESS OUTCOMES

HIGH ENGAGEMENT IS ASSOCIATED WITH

+18%

PRODUCTIVITY

+23%

PROFITABILITY

-81%

ABSENTEEISM

-43%

TURNOVER

Source: Gallup Q12 Meta-Analysis, 10th edition.

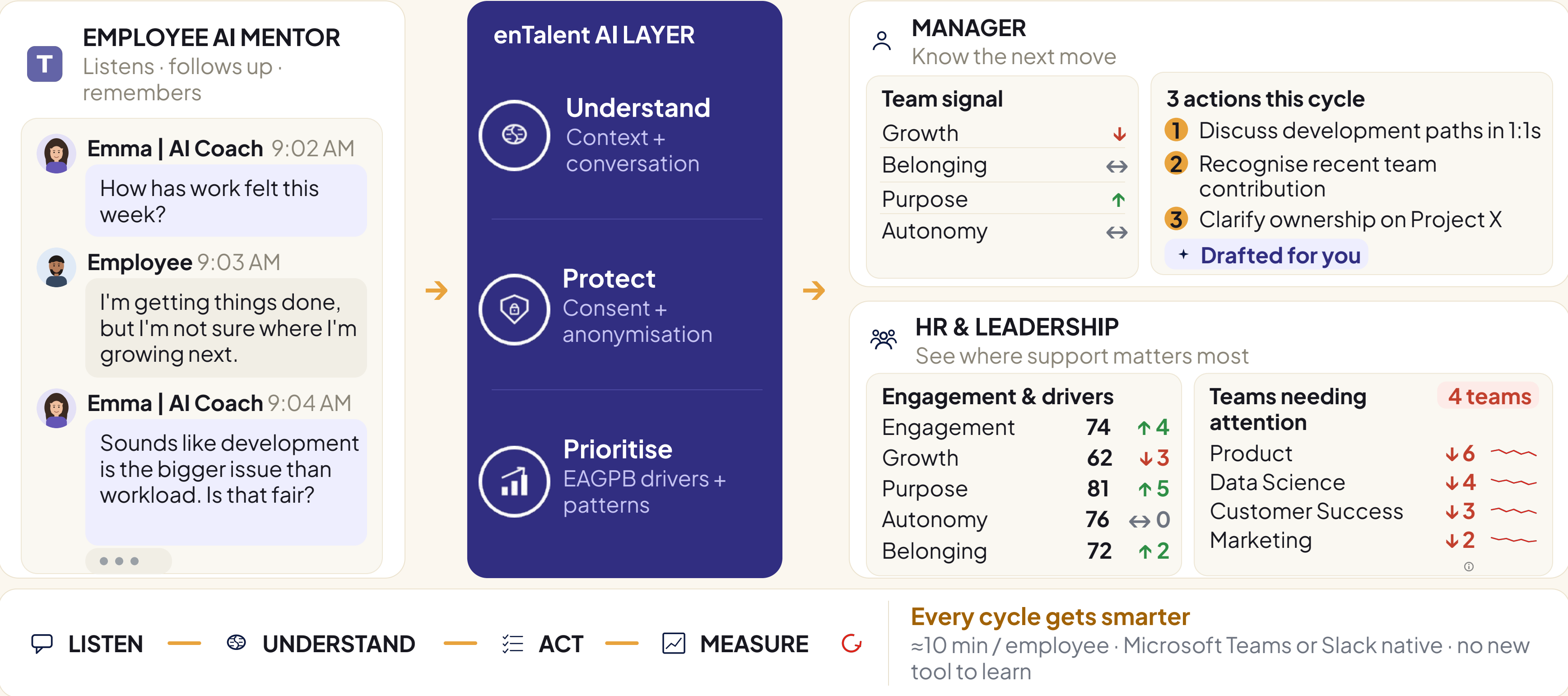


THE PROBLEM

Turnover and absenteeism are lagging indicators. By the time they move, engagement has often been deteriorating for months. **enTalent.ai measures the signal before the consequence.**

One conversation becomes the next best management action

Emma (our AI Coach) checks in with every employee in Microsoft Teams or Slack. AI converts those conversations into protected team signal, concrete manager actions and organisational insight.



Low effort for employees. High leverage for managers.

enTalent.ai does the listening, analysis and preparation in the background. People spend time only where human judgement matters – and managers get better while doing it.



EMPLOYEE

≈ 10 min

per check-in

Feels heard and supported every week



MANAGER CO-PILOT

≈ 30 min / biweekly

 SIGNAL —  ACTION —  COACHING

1	 What matters	team signal surfaced
2	 What to do	3 actions drafted
3	 How to do it well	wording and coaching guidance
4	 What changed	impact tracked next cycle



Management becomes learnable by doing.
Every recommendation explains the signal, the action and the management principle behind it.



HR & LEADERSHIP

≈ 60 min

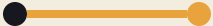
per cycle

Knows where support will lift engagement most



AI HANDLES THE PREPARATION

listening · analysis · prioritisation · drafting · tracking





HUMAN JUDGEMENT

About 1.5% of the working week

decisions · conversations · judgement

enTalent.ai – grounded in the science of engagement and Self-Determination Theory

**THE FOUNDATION**
40 years of organisational psychology, operationalised as conversation – a short weekly check-in with adaptive follow-ups, in Slack or Teams.

**THE FRAMEWORK**
Self-Determination Theory (Deci & Ryan) supplies Autonomy, Growth (competence) and Belonging (relatedness); **Purpose** adds the meaningful-work literature.

**THE DATA RULE**
The agent draws only on context the employee can already see – 360 feedback, CV, culture, strategy. Nothing is stored until the employee confirms it.

ENGAGEMENT – the outcome these four drivers produce

**Autonomy**
A real say in how your own work gets done.
2025 field studies: lifts engagement, innovation and retention.

**Growth**
Getting visibly better, with somewhere to go next.
88% of orgs rank learning their top retention strategy (LinkedIn 2025).

**Purpose**
Knowing the work matters, and to whom.
70% say purpose is defined by their work (McKinsey).

**Belonging**
Speaking up and being yourself, safely.
+56% performance, –50% turnover risk (BetterUp / HBR).

 WHY CONVERSATION WORKS

Conversational formats beat identical static surveys on depth, relevance and engagement in controlled comparison. *Research World / ESOMAR*

40% of employees rely on ChatGPT more than their boss for answers. *Resume.org 2025, n = 8,647 US employees*

1% of managers consistently act on team feedback – so insight arrives here as drafted actions. *Qualtrics*

68% of workers would rather discuss stress with a robot than with their manager. *Oracle / Workplace Intelligence, n = 12,000*



Improve engagement – and the rest follows



THE LEVER

+20%

ENGAGEMENT

EAGPB index · movement in ≥1 driver by cycle 2

DRIVES
→

WHAT HIGHER ENGAGEMENT IS WORTH · Gallup



+18%

PRODUCTIVITY



+23%

PROFITABILITY



+21%

BELONGING

These follow from engagement. The pilot converts them into Air France's own numbers.

HOW WE PROVE IT IN THE PILOT



INSIGHT-TO-ACTION CYCLE TIME

~75% faster

≈8 wks → ≈2 wks



REPEAT PARTICIPATION RATE

~2× higher

~40% → ≥80% · and it holds



MANAGER ACTION ADOPTION

~70%

of drafted actions acted on

Early enough to shape it. Mature enough to use it.

Your company gets direct access to the team building enTalent.ai, fast adaptation to real operating needs, and meaningful influence over where the product goes next.



1

Direct team access

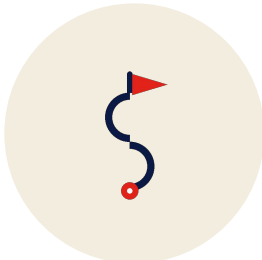
Feedback reaches the people making product decisions - without layers of account management.



2

Built around your reality

We learn how your managers, teams and HR processes actually work and adapt the experience around them.



3

Influence the roadmap

Validated needs can directly influence a roadmap extending beyond engagement into everyday people management.

**Your Company**

**enTalent product team**

short feedback loop • fast learning • direct decisions



YOUR CONTEXT. ONE PRODUCT.

We adapt the experience to your organisation - not create a custom fork you have to maintain.

Built by operators. Backed by product, AI and Oxford experience.

A UK-based team combining large-scale management experience, startup product thinking and hands-on AI capability.



BUILT BY OPERATORS

Created by people who have worked in technology, product and people leadership – and understand the realities managers face.



MULTIDISCIPLINARY TEAM

A combined capability across AI engineering, product management, business analysis and quality – turning insight into a usable product.

London–Oxford based

An international team building for knowledge-work companies across Europe.

18+ years in the seat

A founder with 18+ years in technology and management, who has led teams of up to 3000 people.

Oxford–incubated

From Saïd Business School (Executive MBA), accelerated by the Oxford Saïd Entrepreneurship Centre.



Recognised early

Semi-finalist at the Oxbridge AI X Challenge.

("OXBRIDGE{cloud}AI")

Thank you

enTalent.ai – a product that loves your people.



Contact us to discuss:

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