



Helping General Electric's People Thrive in Transformation

Solution at a glance

During a period of a large large-scale change transformation, GE chose Thrive as a Thinking Partner, and a safe space their people could turn to during this challenging period as they restructured the business into just 3 divisions.

Flexible

Adaptable Coaching:

Tailored coaching for each employee during a 50% division consolidation and company-wide reorganisation. Personalised 121 digital coaching and group circles addressed individual and team challenges amid uncertainty.

Scalable

Comprehensive Coverage:

Thrive's coaching covered 1050 employees, demonstrating scalability for a diverse workforce during the transformation period.

Cost-Effective

Strategic Investment:

Thrive's pricing provided a means for GE to invest in its people during transformation. Combining 121 digital coaching and group circles optimised resources, maximising impact without excessive costs.

Results and Impact



Programme results against Key Engagement Factors

Key Engagement Factors

% Decrease

Ambivalent	↓	22.4%
Disengaged	↓	45.9%
'Flight Risk'	↓	47.6%
Languishing	↓	18.98%



"Our people are our business. If they aren't feeling engaged, supported and cared for, they can't care for our customers."

Kylie DeWeese
Global HR Executive, GE