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ranx
Listen · Rank · Lift



Act

LEADERSHIP PORTFOLIO DECISION

Choose the portfolio for Decivium

A traceable path from Priority Drivers through Act priorities to the portfolio leadership can carry.

PREPARED FOR

Decivium

DECISION SUPPORT

Ranx

SNAPSHOT CAPTURED

Oct 20, 2026

The decision begins with closed evidence from Employee Engagement

This post-close decision uses 6 accepted evidence waves from Quarterly Engagement Pulse for Employee Engagement. Priority Drivers from that frozen evidence are grouped into the Act priorities shaping every option below.



Employee Engagement · Organization-wide · Quarterly Engagement Pulse

Persistent priorities still require action when outcomes are holding

Current performance shows the condition; trajectory shows persistence. Protected outcomes show what the portfolio must not erode.

PRIORITY DRIVER

Career growth

Investigate now

Feedback and coaching

Investigate now

Manager effectiveness

Leadership guidance

Work fit and challenge

Investigate now

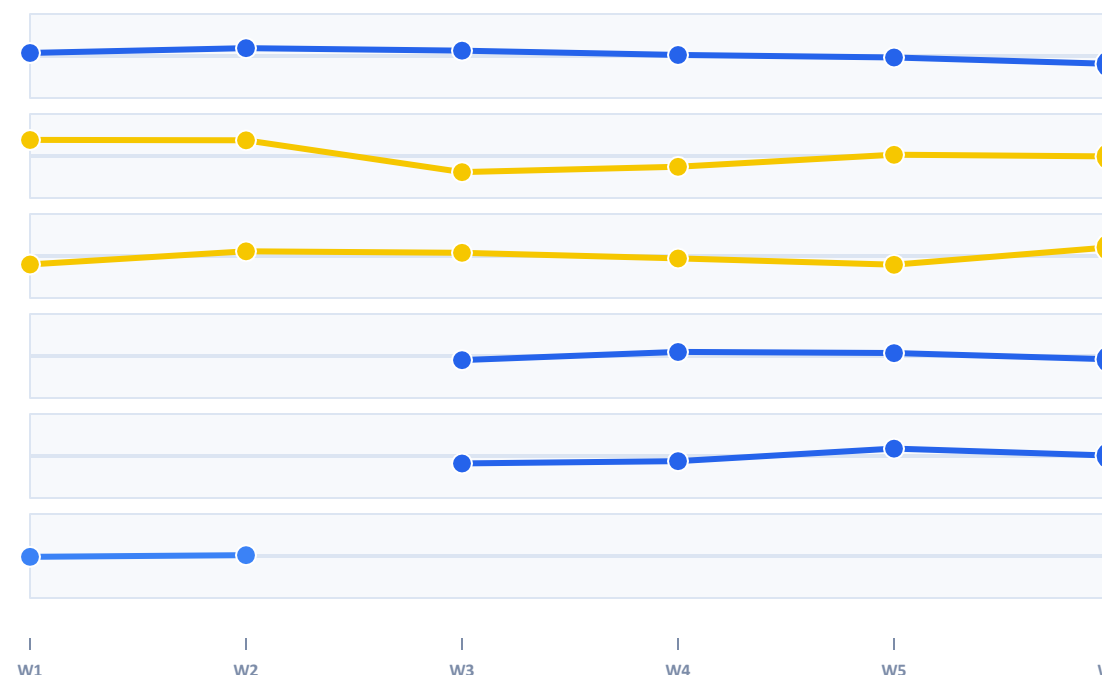
Capability development

Investigate now

Autonomy and flexibility

Investigate now

ACCEPTED WAVES · OLDEST → CURRENT



WHY IT STILL MATTERS

Overall decline across accepted waves

64.6% current · 32.8% importance · Rank #6

Overall decline across accepted waves

69.1% current · 21.2% importance · Rank #10

Overall improvement across accepted waves

69.1% current · 21.2% importance · Rank #12

Persistent priority with no durable improvement

64.6% current · 32.8% importance · Rank #7

Persistent priority with no durable improvement

64.6% current · 32.8% importance · Rank #8

Persistent priority with no durable improvement

Current score unavailable · — importance · Rank unavailable

Vertical movement is relative within each Priority Driver. Compare direction, persistence, turning points, and magnitude—not absolute height across Drivers.

Drivers explains what is creating each Priority Driver

Rank establishes scale and order; Drivers distinguishes the primary or supporting signal and carries that context into Act.

PRIORITY DRIVER	WHAT SURFACED IN RANK	DRIVERS READ	ACT CONNECTION
Career growth Rank #6 · 64.6% · 32.8% importance	You have opportunities for advancement or promotion at this organization.	Career growth should be investigated before it becomes an obvious rank-priority problem.	Act coverage group: Growth and value exchange
Feedback and coaching Rank #10 · 69.1% · 21.2% importance	You receive regular, constructive feedback on your performance.	Feedback and coaching should be investigated before it becomes an obvious rank-priority problem.	Act coverage group: Leadership and management
Manager effectiveness Rank #12 · 69.1% · 21.2% importance	Your immediate manager cares about your development.	Manager effectiveness looks more like manager-facing guidance than a single task.	Act coverage group: Leadership and management
Work fit and challenge Rank #7 · 64.6% · 32.8% importance	You find your job interesting and challenging.	Work fit and challenge should be investigated before it becomes an obvious rank-priority problem.	Act coverage group: Work alignment
Capability development Rank #8 · 64.6% · 32.8% importance	Your leadership gives you the time and resources to seek training and ongoing education.	Capability development should be investigated before it becomes an obvious rank-priority problem.	Act coverage group: Growth and value exchange
Autonomy and flexibility Rank unavailable · — · — importance	2 evidence waves; 2 mapped candidates; prior mean 68.8.	Autonomy and flexibility should be investigated before it becomes an obvious rank-priority problem.	Act priority mapping unavailable

Each option can be traced from Act priorities to included initiatives

Act priorities organize the work; the outcome guardrail shows what the portfolio must protect while it acts.

ACT PRIORITY	OPTION 1 Lean credible set 5 initiatives	OPTION 2 Balanced mix 5 initiatives	OPTION 3 Priority coverage 3 initiatives
P1 · Career growth ● You have opportunities...	3 linked initiative(s)	2 linked initiative(s)	1 linked initiative(s)
P2 · Feedback and coaching ● You receive regular,...	2 linked initiative(s)	2 linked initiative(s)	1 linked initiative(s)
P3 · Manager effectiveness ● Your immediate manager...	2 linked initiative(s)	2 linked initiative(s)	1 linked initiative(s)
P4 · Work fit and challenge ● You find your job...	Direct fit not assessed	Direct fit not assessed	Direct fit not assessed
P5 · Capability development ● Your leadership gives...	1 linked initiative(s)	1 linked initiative(s)	Direct fit not assessed
 OUTCOME TO PROTECT AND MONITOR Job Satisfaction 31.5% of respondent importance · current 69.9%			

How the portfolio connects to outcomes

Option 1: Lean credible set Quarterly Engagement Pulse · Cycle 4 · Closed Jul 3

Selected initiatives

- 01** Introduce quarterly career-growth conversations
- 02** Build role-based capability pathways
- 03** Establish a manager one-to-one and feedback standard
- 04** Establish visible career paths and internal mobility routes
- 05** Investigate 2 emerging movement signals

No quantified coverage receipt

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Priority rails: original group coverage. Outcome rails: coverage of linked groups using existing priority weights, counting each group once. Band width: positive rho. Dashed bands and outlined P badges retain uncertainty. Coverage and evidence support do not estimate outcome improvement. Exact group ranges, mappings and relationship limitations remain in the comparison appendix.

How the portfolio connects to outcomes

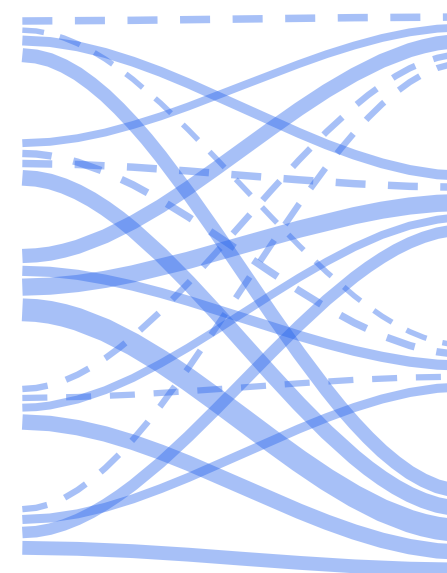
Option 2: Balanced mix Quarterly Engagement Pulse · Cycle 4 · Closed Jul 3

Selected initiatives

- 01** Introduce quarterly career-growth conversations
- 02** Build role-based capability pathways
- 03** Equip managers to coach, prioritize, and remove barriers
- 04** Run a capacity and demand reset
- 05** Investigate 2 emerging movement signals

No quantified coverage receipt

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Priority rails: original group coverage. Outcome rails: coverage of linked groups using existing priority weights, counting each group once. Band width: positive rho. Dashed bands and outlined P badges retain uncertainty. Coverage and evidence support do not estimate outcome improvement. Exact group ranges, mappings and relationship limitations remain in the comparison appendix.

How the portfolio connects to outcomes

Option 3: Priority coverage Quarterly Engagement Pulse · Cycle 4 · Closed Jul 3

Selected initiatives

- 01** Introduce quarterly career-growth conversations
- 02** Run a capacity and demand reset
- 03** Investigate 2 emerging movement signals

No quantified coverage receipt

Priorities addressed



Measured outcomes

Filled P: supported Outline P: uncertain



Priority rails: original group coverage. Outcome rails: coverage of linked groups using existing priority weights, counting each group once. Band width: positive rho. Dashed bands and outlined P badges retain uncertainty. Coverage and evidence support do not estimate outcome improvement. Exact group ranges, mappings and relationship limitations remain in the comparison appendix.

Choose the portfolio leadership can carry now

THE DECISION

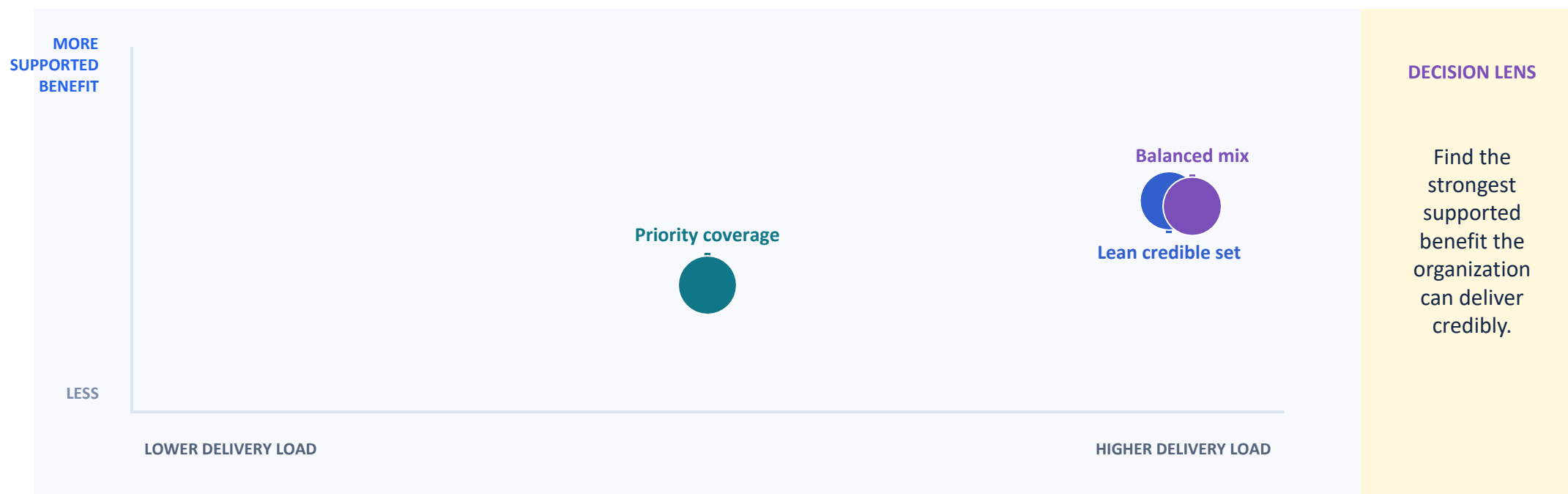
Which Ranx Act portfolio should leadership adopt to best address the employee-engagement priorities identified across the Employee Engagement?

PORTFOLIO		SUPPORTED ADDRESSABILITY	EFFORT	BUDGET LOAD
OPTION 1 · Current Portfolio selection				
Lean credible set	Balanced tradeoff	48–68%	9 points	9 points
OPTION 2 · Alternative portfolio				
Balanced mix	Higher supported reach	45–68%	10 points	10 points
OPTION 3 · Alternative portfolio				
Priority coverage	Lower delivery load	26–44%	5 points	5 points

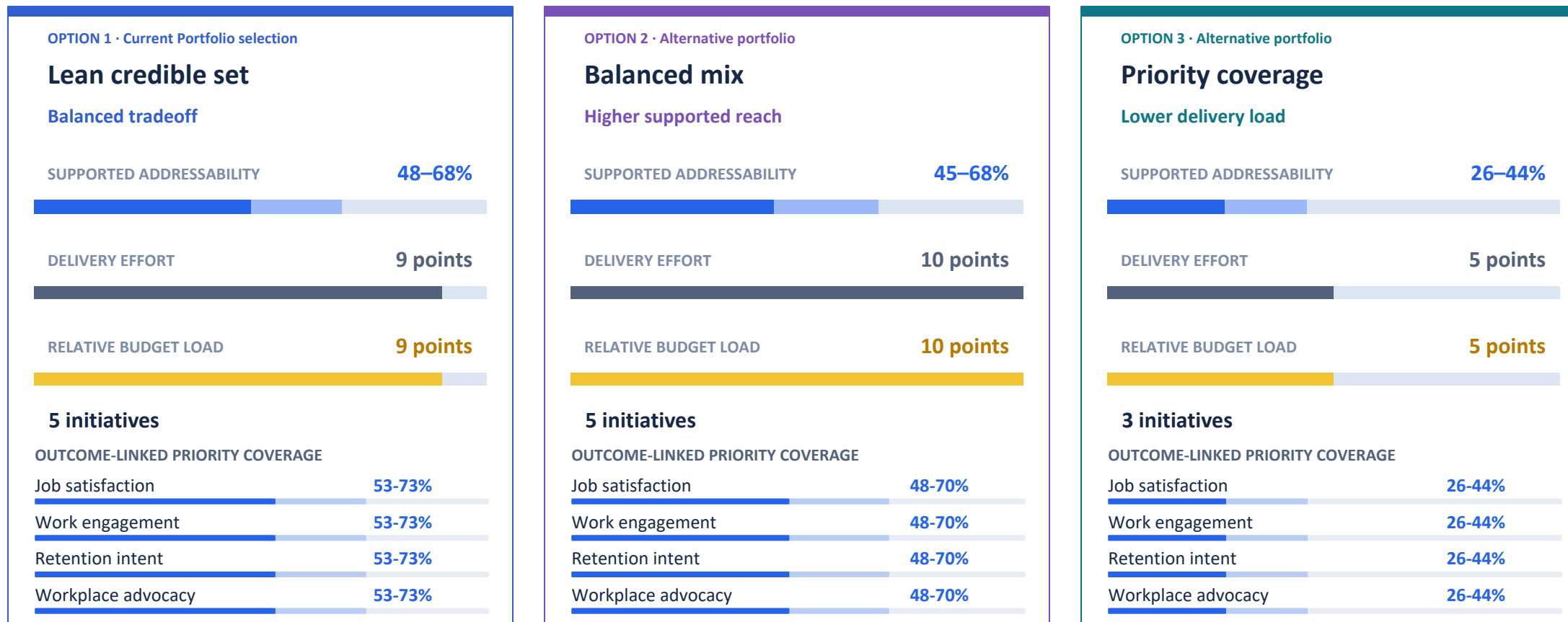
Choose the option whose supported benefit is worth the delivery load the organization can carry now. Record any conditions or evidence needed before implementation.

Supported benefit versus delivery load

Use the map to see the tradeoff shape. It compares evidence-bound addressability with delivery effort and relative budget load; it does not predict outcomes or currency.



Three choices at a glance



Outcome rails show coverage of linked priorities, not predicted outcome improvement. Evidence support and uncertainty appear in each option's pathway.

What changes across the options

Lean credible set

Strongest supported area: Growth and value exchange · 63–85%

Lowest supported area: Work alignment · 14–29%

Balanced mix

Strongest supported area: Leadership and management · 58–79%

Lowest supported area: Work alignment · 31–55%

Priority coverage

Strongest supported area: Connection and culture · 40–60%

Lowest supported area: Work alignment · 17–33%

MANAGEMENT LENS

Make the work and tradeoffs explicit.

Look for meaningful differences in supported reach, delivery burden, investment, and the work displaced or deferred.

Can the organization deliver it credibly?

Lean credible set

5 initiatives · delivery load 9 · relative investment 9

Leadership ownership: Talent development leader with manager enablement, Learning and development leader with functional owners, Manager effectiveness leader with business-unit leaders

Balanced mix

5 initiatives · delivery load 10 · relative investment 10

Leadership ownership: Talent development leader with manager enablement, Learning and development leader with functional owners, Manager development leader with local executive sponsors

Priority coverage

3 initiatives · delivery load 5 · relative investment 5

Leadership ownership: Talent development leader with manager enablement, Operating leader with finance, workforce, and portfolio owners, Assign a culture or people owner with protected audience scope and check-in cadence

DELIVERY TEST

Choose work the management system can carry.

Test ownership, manager capacity, operating rhythm, time to signal, safeguards, and the practical sequence of work.

A focused 30-minute decision conversation

3 MIN	Frame	Confirm the business decision and current capacity
10 MIN	Compare	Use the value map and option profiles to expose tradeoffs
10 MIN	Stress-test	Challenge delivery assumptions, conditions, and timing
7 MIN	Decide	Choose an option or name the evidence needed to continue

Choose the option whose supported benefit is worth the delivery load the organization can carry now. Record any conditions or evidence needed before implementation.

Explore the governed analysis behind this decision

Leadership account access is required. Ranx rechecks the signed-in user's existing authorization before displaying either analysis.

RANK

Review the exact evidence wave

Open the ranked outcomes and authorized pressure points used by this decision snapshot.

[Open Rank analysis in Ranx ↗](#)

DRIVERS

Review the longitudinal Driver analysis

Open the accepted movement, supporting signals, and governed context that shaped the portfolio.

[Open Drivers analysis in Ranx ↗](#)

Employee Engagement · Organization-wide · Quarterly Engagement Pulse

Evidence receipt bc82f51ebecf4a2f

Lean credible set

OPTION 1 · Current Portfolio selection

Balanced tradeoff

SUPPORTED ADDRESSABILITY

48–68%

RELATIVE DELIVERY EFFORT

9 points

RELATIVE BUDGET LOAD

9 points

WORK INCLUDED

- Introduce quarterly career-growth conversations
- Build role-based capability pathways
- Establish a manager one-to-one and feedback standard
- Establish visible career paths and internal mobility routes
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 3 linked · P2: 2 linked · P3: 2 linked ·
P4: fit not assessed · P5: 1 linked

Balanced mix

OPTION 2 · Alternative portfolio

Higher supported reach

SUPPORTED ADDRESSABILITY

45–68%

RELATIVE DELIVERY EFFORT

10 points

RELATIVE BUDGET LOAD

10 points

WORK INCLUDED

- Introduce quarterly career-growth conversations
- Build role-based capability pathways
- Equip managers to coach, prioritize, and remove barriers
- Run a capacity and demand reset
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 2 linked · P2: 2 linked · P3: 2 linked ·
P4: fit not assessed · P5: 1 linked

Priority coverage

OPTION 3 · Alternative portfolio

Lower delivery load

SUPPORTED ADDRESSABILITY

26–44%

RELATIVE DELIVERY EFFORT

5 points

RELATIVE BUDGET LOAD

5 points

WORK INCLUDED

- Introduce quarterly career-growth conversations
- Run a capacity and demand reset
- Investigate 2 emerging movement signals

LEADERSHIP QUESTION

Is the supported benefit worth this delivery load now?

P1: 1 linked · P2: 1 linked · P3: 1 linked ·
P4: fit not assessed · P5: fit not assessed