



## **Month 0: Prep + Setup**

- Collect and digitize all Ray Dalio assessment data
- Build individual profiles in KlearComm
- Configure around their use cases
  - Managing people
  - Internal communication
  - Hiring
- Leadership alignment on goals and rollout plan

## **Month 1: In-Person Kickoff**

- 2-hour on-site session
  - 90 minutes: how to use assessment data day to day
  - 30 minutes: how the software supports that
- Optional exec working session while onsite
  - how leaders use assessments and personalization to drive outcomes

## **Month 2: Enablement + Adoption**

- Small group or role-based virtual sessions
- Focus on
  - Understanding your own profile
  - Using the software correctly
  - Applying it to real work situations
- Open Q&A or office hours
- Support for early adopters and managers

## **Month 3: Integration into Work**

- Reinforce use in
  - Hiring
  - Onboarding
  - Leadership communication
- Refresher sessions if needed
- Adjust based on what's working and what's not
- Ongoing/expand (as needed hourly)
- Periodic check-ins/leadership refreshers
- Optional reporting and insights
- New hire onboarding support
- CRM support roll out