

A SERVICE OFFERING FROM INTELLIVEN

What do the people around me know about my leadership that I don't?

The conversation that may matter most to the future of an enterprise is the one that keeps getting put off, because doing it well is hard and doing it badly is worse. Mirror makes that difficult assignment easy, doable, and first rate.

Why one voice rarely changes anything

Because one observation is easy to dismiss as one person's opinion, or one bad day. A pattern named independently by the people closest to the work is not.

A COO of a fast-growing software company was told by his CEO that checking his phone during one-on-ones made people feel dismissed. He waved it off: *"They just don't understand how I work."* Months later a multi-rater process gathered input from his whole leadership team, and nearly everyone named the same behavior and its impact.

Presented with the collective experience of his colleagues, he stopped defending and got curious. He put a sign on his desk during one-on-ones:

"Tell me if I'm being disrespectful."

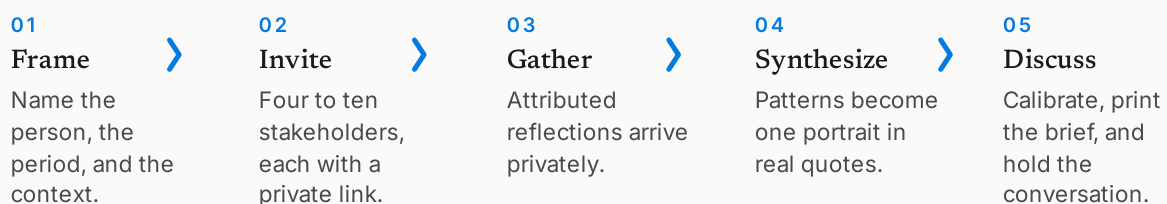
The behavior changed. Trust deepened. He went on to become CEO and led the company through more than tenfold growth with the respect of the people he led.

Stakeholders submit responses to five simple prompts

- 01 What is this person especially good at?
- 02 What has this person contributed?
- 03 How has this person grown?
- 04 What should they focus on next?
- 05 What other input or advice would help?

The prompts are simple. The discipline is in how responses are gathered, synthesized, and discussed, so isolated observations are told apart from shared experience and only the themes that matter most rise. Mirror carries that discipline; a facilitator carries the rest.

How a cycle runs



From one clear portrait to a practice your team can keep.

Whether you have already been through a Mirror cycle or are considering your first, there are three ways forward. Each ends in the same place: a development conversation the person on the receiving end recognizes as fair, specific, and worth acting on.

The Leader Experience

COMPLIMENTARY · FIRST CYCLE

One complete reflection cycle, facilitated personally by IntelliVen, complimentary for your first use. You see the process from the inside and decide from experience rather than from a demo.

Best for: CEOs, board chairs, and senior leaders using Mirror for the first time.

Team License

SELF-SERVICE

Run your own cycles with the leadership team of any organization, unit, function, or initiative. Create reflections, invite stakeholders, synthesize input, edit the portrait, and produce a printable brief whenever the calendar calls for it.

Best for: HR leaders, COOs, and teams who want a repeatable annual or semiannual practice.

Facilitated Engagement

CONSULTING

IntelliVen designs, runs, and debriefs the cycle with you: custom prompts, impartial facilitation, calibration with stakeholders, and a development-planning session with the reviewee.

Best for: A CEO and board chair working with their board, executive teams, and high-stakes transitions where trust in the process is everything.

What makes Mirror different

Collective, not one voice

Themes come from patterns across stakeholders, so feedback is hard to dismiss.

Real words preserved

Every theme is anchored to what people actually wrote, never generic praise.

A brief worth printing

Strengths and contributions first, growth second, and questions to open the conversation.

Finally doable

The assignment everyone defers and that no one is good at becomes a few hours of structured work with a first-rate result.

The next step is a conversation.

Tell us who you have in mind and we will help you choose the right path.

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