Echo
BY BIOQUANT IQ

Every company pays to develop its people. Almost none can prove it worked.

A personalised platform for measurable people development, built on scored practice.

Echo by BioQuant IQ

People development, measured.

echo.bioquantiq.ch

WHY ECHO

Echo is built from each person's own work week: their context, their decisions, their challenges and their trade-offs. It becomes their coach and trusted ally for a whole career.

Five reasons to start

1. **See your own work week**
   Every scenario starts from your role, your company and a real moment from your week.

2. **Grow soft, hard and AI skills in 3 modules**
   Echo Soft covers human skills and Echo Hard covers functional skills. Echo AI and Digital covers judgement when AI and digital tools are in the loop.

3. **Score your progress**
   Each run is scored against your own starting point, so you see what moved. Never a rank against colleagues.

4. **From learning to impact**
   An investment, not a cost. The HR report sets practice next to numbers your business already tracks.

5. **An exciting way to stay updated**
   New situations as your work changes, so your skills stay current.

HOW ECHO WORKS

From your real week to a score that moves

Echo turns each person's real role and pressure moments into scored practice, so they rehearse before it counts.

1. **Real role and objective**
   Role, company, market, level, and the one decision that matters this quarter.

2. **Echo builds the scenario**
   The client, the board, the regulator, the colleague who outranks them.

3. **They rehearse the decision**
   Five decisions as the day unfolds, while colleagues send messages.

4. **You see the score move**
   Scored against their own starting point. Person, manager and HR each get their view.

Three modules

Echo Soft: human skills
Echo Hard: functional skills
Echo AI and Digital: judgement when AI and digital tools are in the loop

THREE REPORTS, ONE SET OF RUNS

Each seat sees its own page

Level 1: the person, and their manager

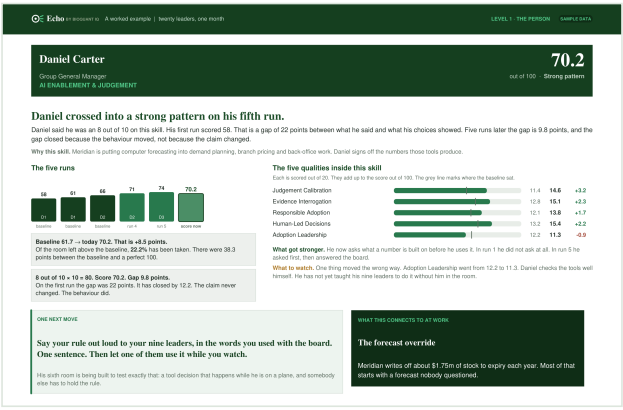
What each choice showed, against their own start, and one next move for this week. Nobody else receives it.

Level 2: the manager

Their own team, once a month: who moved, who is stuck, and what needs them this week. Only what each person agreed to share.

Level 3: HR, across every manager

Adoption, movement and risk across the programme, next to numbers you already track. Names only where the person agreed.



From the worked sample, page 4: the person's report. Meridian Group is a sample company, and every figure is sample data.

THE SCORE

What the score is, and is not

- Development first. It describes the decisions a person made, read against their own starting point.
- Who sees what is agreed before anyone starts.
- It never hires, promotes, ranks or exits anybody. People make those decisions.
- It does not read personality.
- Our data protection summary (DPIA) is published at echo.bioquantiq.ch/dpia.html.

HOW TO START

Start with one team

Most organisations start with a pilot: 60 to 90 days, one team, one success metric agreed up front, at a fixed fee. The fee counts against year one if you continue.

The first step is smaller: brief us in two minutes, and your personal Echo arrives by email.

TAKE ECHO WITH YOU

Build your personal Echo

Two minutes to brief us. Your personal Echo arrives by email. Tell us who you are, your company and one real work situation. Free, no commitment.

altx.bioquantiq.ch

Send the full information to your phone

Send this to my WhatsApp

Send this to my email

Each code opens a message with the links, ready to send to yourself or to anyone.

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BioQuant IQ

BioQuant IQ is the company behind Arena and Echo.