The pain point

Managers are having conversation with employees all the time, but employees still quit unexpectedly, are disengaged and performance is missed because the conversations aren't working

What does Moxaic do

MoXaic analyzes manager-employee conversations and tells managers what they missed, so they can coach proactively instead of reacting when it's too late.

What is the aha moment

Immediate: Managers receive real-time feedback on the last conversation with coaching on what to do next

Mid-Term: Managers receive real-time insights on the aggregate conversations on Performance, Sentiment & Engagement of their team

Long-Term: Managers and the organisation sees improvement in engagement, career progression, high performance & retention of key talent

MoXaic is intelligence not just software

We turn conversations into action & performance. 6 months worth of conversation insights turns into clear and meaningful people strategy

Before & After MoXaic

Before MoXaic: Manager asks 'how's it going?', gets 'fine', misses that their top engineer is frustrated and ready to leave

With MoXaic: Manager gets bri

efed: 'Employee has mentioned unclear priorities in 3 of 4 recent 1:1s, address this today and enter the conversation ready to actually help'

This is our take off point

We're starting with manager 1:1 intelligence because that's where the pain is acute. But every conversation generates data that becomes organizational intelligence, retention risk, culture trends, talent capacity. We're building the people intelligence layer for the entire company.

It's not just for bad managers, it's for all managers

Even great managers miss things. They're in back-to-back meetings, managing 8 people, trying to remember what everyone said 2 weeks ago. MoXaic gives them a second set of eyes, a coaching partner that never forgets and always spots the patterns.

This our wedge

Manager 1:1s are our wedge, it's recurring a pain point, clear ROI, and the data flows naturally. Once we're embedded in every manager conversation, we expand to team health dashboards, culture analytics, and talent management. We become the intelligence layer for all people decisions.

Why now?

Remote/hybrid work made 1:1s more critical but harder to do well

What we are not?

A survey or review platform like our competitors: They're survey and review platforms. We analyze actual conversations in real-time. By the time their 6 monthly survey shows a problem, MoXaic flagged it 5 months ago.

We're not a note-taking app. We're conversation intelligence. MoXaic tells you what you missed, what patterns & insights matter, and what to do next.

A HRIS, this works alongside a HRIS, this add the people intelligence layer that is desperately needed in the traditional HR software market

Approach to Questions: AI Generated

"How is this different from [competitor]?" "They focus on annual reviews and surveys. We analyze actual conversations happening every week. Real-time intelligence vs. periodic check-ins."

"Will managers actually use this?" "After one 1:1, they see something they missed. That's when it clicks. We're not adding work—we're making the work they're already doing more effective."

"What about privacy?" "Employees opt in and see everything the manager sees. Full transparency. We're not surveillance—we're coaching support for both sides."

"Why can't Lattice/15Five just add this?" "They're built around review cycles and surveys. We're built around continuous conversation intelligence. Different data model, different product philosophy. Plus we're AI-native from day one—they're retrofitting."

.1 Problem Hypothesis

Assumption	Status
Managers have traditional 1:1s all the time, but employees still quit unexpectedly because conversations aren't working	Not validated
Even great managers miss things — back-to-back meetings, 8 reports, can't remember 2 weeks ago	Not validated
Remote/hybrid work made 1:1s more critical but harder to do well	Not validated

2.2 Solution Hypothesis

One-liner: MoXaic analyzes manager-employee 1:1s and tells managers what they missed, so they can coach proactively instead of reacting when it's too late.

Core claim: MoXaic is intelligence, not just software. We turn conversations into action & performance.