



CUSTOMER PROOF · GARDANT MANAGEMENT SOLUTIONS

Turning Human Capabilities into an enterprise performance advantage

How Gardant aligned leadership, strengthened culture, and built workforce capability while scaling enterprise value.

Since 2017

Thrivin–Gardant partnership

221%

valuation increase in the past 3 years

\$4.8M → \$49.7M

10.3X enterprise valuation increase in 9 years

01

The executive challenge

Gardant was facing a performance issue rooted in leadership and culture misalignment. The organization needed a more consistent way to align leaders, strengthen teams, and build the capabilities required for growth.

02

The evidence-led response

Gardant's diagnostic pointed to Human Capabilities as the root issue. Thrivin and Gardant responded with an organization-wide capability strategy, not a standalone training initiative.

03

What Gardant implemented



Strengths Intelligence solutions across every level of the organization, from senior leadership through the broader workforce.



Executive and team coaching for all senior leaders, supported by 360-degree assessment tools.



Coach-like leadership development for Gardant's top-tier managers and leaders.



Role-based skill pathing for all employees, enabling people to build the capabilities their roles required.

“Thrivin is the number one tool in our company toolbox.”

Julie Simpkins · Co-CEO, Gardant Management Solutions

MEASURED ENTERPRISE OUTCOMES

Proof that capability alignment can scale beyond the training room

While applying the Thrivin methodology, Gardant achieved significant gains across enterprise value, workforce stability, quality, and resident outcomes.

3,433

LIVES SAVED

1%

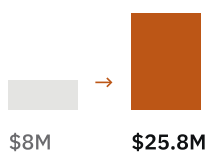
COVID casualties

Compared with 42% in the U.S.

VALUATION INCREASE

221%

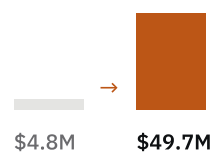
in 3 years



VALUE GROWTH

10.3X

in 9 years · 930% increase



WORKFORCE STABILITY

10–20%

below-average staff turnover

10% decline over 5 years

NATIONAL QUALITY RECOGNITION

85%

of communities have earned Malcolm
Baldrige National Quality Awards

Outcomes reported and approved by Gardant Management Solutions.

EXECUTIVE VALIDATION



“Thrivin is the number one tool in our company toolbox. It has increased our employee engagement substantially, helped us double the size of our company, and increased our company valuation by over 220+% in the past couple of years as we’ve applied the Thrivin methodology.”

**Julie Simpkins**

Co-CEO, Gardant Management Solutions



What could aligned Human Capabilities unlock in your organization?

When leadership and culture are limiting performance, begin with evidence. Talk with a WorkSystem Engineer.

getthrivin.com