

ARCA+ Professional 1:1



Lead With Purpose
Support With Structure
Grow Through Conversation

The gap.....

Most employee 1:1s are a missed opportunity.

While organisations believe they are doing well in this area, the truth is, most 1:1s are inconsistent, transactional, or entirely leader-dependent. **ARCA+ is the shift from check-in to growth-focused conversation.**

ARCA+ Overview

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About ARCA+

ARCA+ was developed by collabbWAY in response to a clear and persistent gap in how organisations support, grow, and connect with their people through 1:1 employee conversations and meetings.

ARCA+ is a flexible, relational, and user-friendly organisational model designed to support robust and purposeful 1:1 meetings between employees and leaders.

Designed for complex, people-centred environments, **ARCA+** equips leaders to support, stretch, and retain their people through relational, growth-focused, reflective support. Too often, 1:1s become task-driven check-ins, dependent on the personality or time of the leader. They vary across teams, lose connection to values, and fail to identify early signs of disengagement, stretch, or risk.

ARCA+ closes the leadership gap by offering a clear, psychologically safe structure for 1:1s that support performance, capability, and wellbeing.

Why Organisations Need ARCA+

You might think your 1:1s are 'good enough' or that employee meetings aren't a helpful strategy to support and align your employees. But research and real leadership insight show otherwise:

- Managers account for **70%** of the variance in employee engagement. (Gallup, 2023)
- Only **15% of employees** who don't meet regularly with their manager are engaged. (Gallup, 2023)
- Inconsistent 1:1s are a leading contributor to turnover, burnout, and lost productivity. (Harvard Business Review, 2023)
- In Australia, poor leadership and psychosocial safety costs organisations billions each year (Safe Work Australia, 2022)

For many organisations, this means there is a:

- **Hidden cost:** When 1:1s aren't working, you don't see disengagement until it becomes turnover.
- **Lost opportunity:** When 1:1s are leader-dependent, culture becomes inconsistent and performance varies.
- **Retention risk:** Employees leave not because of the job but because they never felt seen, stretched, or supported.



ARCA Explained

ARCA+ is a flexible, relational 1:1 model centred on five core pillars:

- A) Alliance** — Build trust, psychological safety, and shared purpose
- R) Reflective** — Create space for deep insight and learning
- C) Capability** — Support growth and guided stretch
- A) Accountability** — Ensure clarity, follow-through, and aligned action
- + Flexibility** — Adapt to the needs, context, and capacity of your people.

It's not just a model. It is a mindset shift for your leadership and employee culture.

How ARCA+ Helps Your Organisation

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- Creates consistency across teams and leaders
- Enhances leadership confidence and capability
- Increases employee engagement, clarity, and connection
- Supports employee wellbeing through structured, relational conversations
- Builds a reflective learning culture that strengthens retention and performance
- Aligns with psychosocial safety and Work Health Safety obligations.

ARCA+ transforms 1:1s from a checkbox into a strategic lever for culture, leadership, and impact.

Ready to bring ARCA+ to your team?

We offer flexible, scalable packages to meet the needs of teams large and small. Whether you want to pilot with a team or roll out ARCA+ organisation-wide, we provide the tools, training, coaching and support to make it real and sustainable.

To request a discovery call or embedding ARCA+:



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