

INSIDE THE RING

THE OFFICIAL RINGORANG NEWSLETTER

Learning that sticks



Q1 2026 UPDATES AND COMPANY NEWS



AI-INNOVATION



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A New Chapter for Ringorang

There are moments in a company's life when growth isn't just measured in numbers—but in evolution.

This is one of those moments.

As Ringorang continues to expand its reach across industries, geographies, and learning environments, we're returning to something foundational: how we work best.

With Robert traveling more frequently to speak, collaborate, and shape the future of performance improvement—and with members of our leadership team now spread across the globe—it became clear that the way forward is also, in many ways, a return.

A return to our roots.

Ringorang was built as a distributed, agile, forward-thinking organization. Today, we're officially embracing that identity once again with a fully virtual footprint.



Our team is now fully remote!

This shift allows us to:

- Stay closer to our customers and partners across the country
- Move faster and operate more flexibly
- Attract and collaborate with top talent—regardless of geography
- Continue building a company that reflects the future of work, not the past

Most importantly, it allows us to remain focused on what matters most:

Driving real, measurable behavior change—at scale.



From Nashville: ISPI Conference Recap

Earlier this month, the Ringorang team had the privilege of attending and contributing to the **64th Annual Conference** for the International Society for Performance Improvement (ISPI) in Nashville, Tennessee.

And if there was one theme that carried through every session, conversation, and connection—it was this:

We are entering a renaissance in performance improvement.

Robert Feeney's Keynote: A New Era of Impact



Robert was invited back to deliver his second keynote at ISPI—

a reflection of the growing relevance of this work and the impact it's having across the field.

In this keynote, Robert explored how artificial intelligence is reshaping the landscape of human and organizational performance.

But his message was clear:

The challenge is no longer identifying solutions.

The challenge is making them stick.

With AI accelerating innovation at an unprecedented pace, organizations are no longer limited by access to knowledge - they're limited by behavioral follow-through.

That's where Ringorang lives.

At the intersection of reinforcement, habit formation, and real-time behavioral data.

Megan Feeney: Igniting an AI-First Transformation



Megan led a highly engaging session titled:

“Igniting an AI-First Transformation Journey – From Fear to Fluency.”

Megan’s session focused on a critical but often overlooked reality:

AI adoption is not a technical challenge—it’s a human one.

She emphasized that organizations attempting to slow or contain AI risk are limiting the value they can capture. Instead, the opportunity lies in building an intentional, organization-wide approach to adoption.

Her session explored how to:

- Redesign work and culture for an AI-first organization.
- Build AI literacy and drive responsible adoption across teams.
- Lead strategic AI adoption to improve productivity and competitive advantage.

At its core, the message was clear:

User adoption is the key to ROI.

And achieving that requires more than tools—it requires a shift in mindset, behavior, and daily practice.

ISPI Learning Labs & Industry Engagement

Beyond the keynote sessions, at ISPI the Ringorang team facilitated interactive learning labs and engaged directly with leaders across education, workforce development, and enterprise environments.

These conversations reinforced a consistent theme:

Organizations are not struggling to access solutions -
they're struggling to drive adoption and sustained behavior change.

Robert also led a shark-tank-style showcase featuring emerging AI-driven solutions in learning and performance—highlighting both the pace of innovation and the growing need for systems that ensure those solutions are used effectively.

The Takeaway

The energy at ISPI confirmed what we've long believed:

The future of performance improvement isn't about delivering more content.
It's about ensuring behavior change happens—and sticks.



Customer Spotlight: City of Derby Police Department

Building a more connected, supported workforce



The City of Derby Police Department set out with a clear goal: to build a resilient, connected culture where personnel feel supported and equipped to care for themselves—and each other.

To bring this vision to life, Derby PD implemented Ringorang as a lightweight, in-the-flow solution—delivering automated coaching in under five minutes a day, without disrupting the workday.

The impact was both immediate and measurable.

Within just 90 days, **75% of personnel reported increased communication and awareness of wellness efforts from leadership**—a critical step toward building a more engaged and supported department.

Derby's approach demonstrates how small, consistent moments of reinforcement can drive meaningful cultural change—at scale.

What We're Seeing In The Field

Across education, workforce development, and corporate environments, one pattern continues to emerge:

Traditional training models are no longer enough.

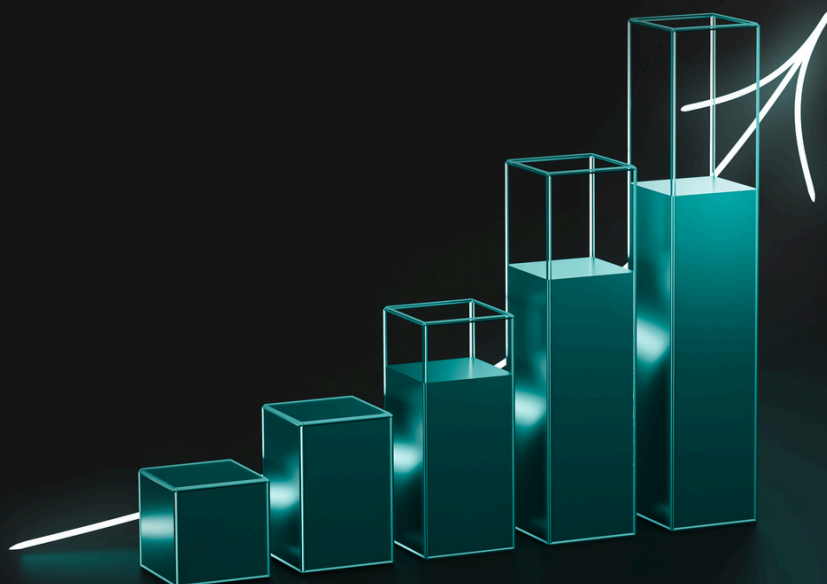
Organizations are asking:

- How do we ensure learning translates into action?
- How do we measure real behavior change—not just completion rates?
- How do we scale impact without increasing complexity?

Ringorang exists to answer those questions.

And increasingly, we're seeing our partners achieve:

- Higher engagement rates
- Stronger retention
- Improved performance outcomes
- And more efficient use of time and resources



Looking Ahead

As we move into the next quarter, our focus is clear:

- Launch Ringorang 4.0 in Q2
- Expand our partnerships across key sectors
- Continue leading conversations around AI and behavior change
- And deepen our impact where it matters most—at the individual level

Because at the end of the day, transformation doesn't happen in systems.

It happens in people.

And people change through:

- Consistency
- Reinforcement
- And small, daily actions that compound over time

Stay Connected

We're just getting started

If you're interested in:

- Learning more about Ringorang 4.0
- Participating in our upcoming crowdfunding initiative
- Or exploring how Ringorang can support your organization

We'd love to connect.

Respectfully,

The Ringorang Team

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Inside the Ring

Ringorang



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