



LEADERSHIP



E EQUALS WHY

E3 LEADERSHIP DEVELOPMENT PROGRAMS

Helping you grow your business by investing in those who have the greatest impact.

Build a Competitive Advantage



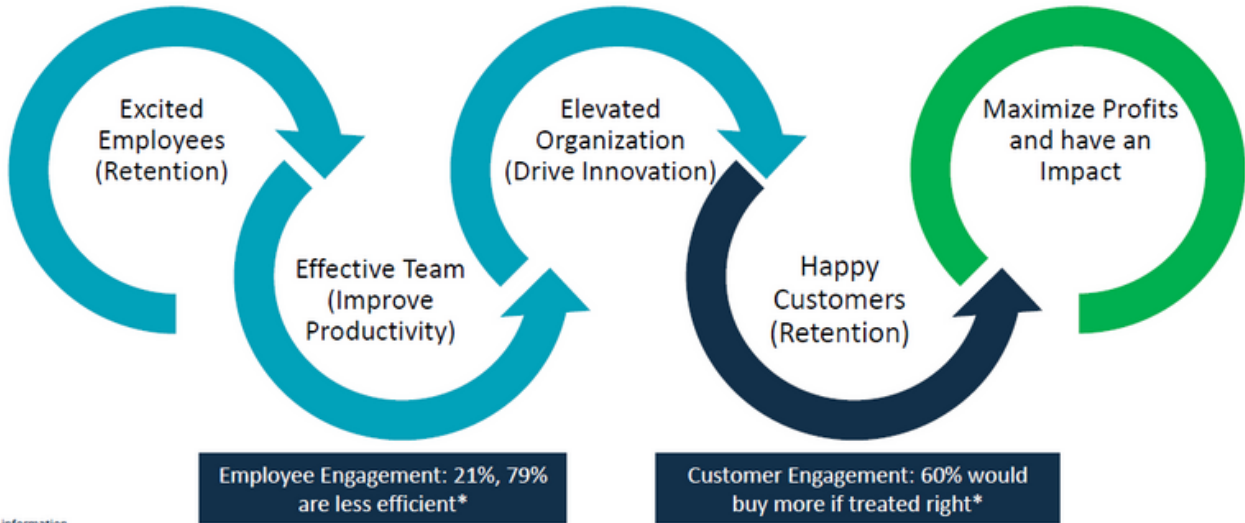
E EQUALS WHY

Start the Virtuous Cycle Today!

Cost of Employee turnover: 33% of the base pay*

Innovative firms; 195% higher yearly growth in profitability*

High Performing Culture: 23% higher profitability*



* Click here to reference source information

Excited Employees

Companies that can meet an individuals' need for a sense of purpose, growth, inclusion, security, and confidence can more easily **attract and retain** their employees. E3 Leaders know how to be vulnerable and connect to their hearts of their team.

E3 Leaders know how to pull their team together by expressing common direction, engaging the team with an agreed-upon playbook, and consistently executing against a plan to **deliver results**.

Effective Team

Elevated Organization

Organizations that invest in expanding E3 Leadership across the enterprise and creating a **high-performing culture**, help employees feel empowered to innovate; bringing new products to market, and improving internal processes.

Ultimately, when employees enjoy what they are doing, are more efficient and effective at what they do, and are driving innovation throughout the organization, they are treating your customers better. Improved customer satisfaction drives **customer retention and up-sell/cross-sell**.



OUR PURPOSE IS TO ELEVATE LEADERS AND CREATE HIGH-PERFORMING TEAMS

WHY WE DO IT

Talented individuals working hard to meet their perceived, independent objectives



A cohesive team working together to optimise operations and grow the business



Leadership doesn't just happen.

Leadership can't be taught in a day. It is honed and practiced over years.

We offer structured Leadership and Team Development Programs to address the lack of transformational change and high employee turnover experienced by executives through an ongoing, lightweight program designed to be integrated into a leader's routine, not disrupt it. This is not a one-and-done training session. This is a program to establish a common leadership methodology (capabilities, tools, language, and agreements), as well as a community to align, inspire, and enable each other, and accountability to develop the habits that lead to success. The results speak for themselves in terms of higher employee retention, improved customer satisfaction, and increased profits.

WHAT WE DO

"The E3 Team Building Program allowed my team to share what was important to each of them and then build a joint team profile that not only kept us focused and motivated to deliver results but also allowed us to communicate to other teams our mission and value to the organisation." VP Presales, Software Company

HOW WE DO IT

We believe that leadership is about winning the hearts of others, so they take the action needed. With that in mind, the E3 Methodology is a repeatable, data-driven formula that assists organizations to build their playbook for success. Through a set of integrated offerings, we help you learn, apply, and consistently leverage industry-proven leadership practices that will nurture an on-strategy, high-performing culture.



E3 Leadership Bootcamp

Focused training program to provide the E3 Methodology and tools needed to be a strong leader, along with the space to practice and apply the techniques together with peers.



E3 Leadership Practice

On-going, light-touch, structured training and accountability program which allows leaders to step away from their 'day job' to practice, mature their capabilities, and realign to the strategy.



E3 Team Building

Workshops designed to establish the foundations of high-performing teams through the development of trust, a shared vision, and a clear engagement and execution strategy.



E3 Discovery & Coaching

Activities to uncover individual preferences, challenges, and areas for development, through assessments, 1:1 discussions, and coaching sessions as needed.

Investing in your people creates a virtuous cycle to maximize your profits. Leadership is about winning the hearts of others, so they take the action needed. Without an expressed vision, engaged workforce, or plan to execute, a strategy is ripe for failure. Strong leadership is about inspiring and enabling others to take the courageous steps to overcome their fears and align to the strategy for success.

WHY IT WORKS

E3E = EXPRESS + ENGAGE + EXECUTE, powered by EMOTIONS
A leadership formula to help leaders excel

EXPRESS: Define the ideal vision of the 'end state' along with the Why/Purpose

COMMON PURPOSE

EXECUTE: Define the steps, measurements and governance to ensure it happens

DELIVER RESULTS



ENGAGE: Connect with the people you need to influence for success

EMPLOYEE BUY-IN

EMOTIONS: Leverage the human, personal and emotional qualities to be vulnerable and deliberate.

TRUST

E, EQUALS WHY LEADERS SUCCEED



Purpose Driven

People Matter: We are committed to nurturing great leaders and eradicating poor managers to make the workplace more enjoyable.



Proven Methodology

E3E= EXPRESS + ENGAGE + EXECUTE, powered by EMOTIONS is a proven, repeatable methodology that guides leaders to consistently deliver results.



Beyond Theory

We practice what we preach. Our team are seasoned change leaders that have lead through the change and have the scar tissue to prove it.

FOCUS ON YOUR PEOPLE TO MAXIMIZE YOUR OUTCOMES

FACILITATORS



About Kathy Eastwood

Kathy Eastwood, the founder of E Equals Why, is a seasoned professional with extensive leadership and team-building experience as the former Chief People Officer and Chief of Staff in both large and small organizations. With over 30 years of expertise, she has acquired valuable techniques and insights that she has harnessed into strategic solutions for her clients.

About Tracy Loring

Tracy Loring is a seasoned facilitator, consultant, and certified Expanding Possibilities Executive Coach. She brings over 25 years of experience in talent management, learning and development, team leadership, consulting, facilitation, and coaching. In addition to being a personal and executive coach, Tracy specializes in working with leadership teams to transform the way they operate.



E, EQUALS WHY LEADERS SUCCEED.



BE PREPARED TO WEATHER ANY STORM



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