



| **E** EQUALS **WHY**

E3 LEADERSHIP DEVELOPMENT PROGRAM

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

OUR PURPOSE IS TO ERADICATE POOR MANAGEMENT

Top 5 reasons people voluntarily leave their job*:

WHY WE DO IT

- Career
- Job
- Work-life balance
- Total Rewards
- Management

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

*source: 2022 Retention Report - Work Institute

All 5 of these reasons are the result of bad management. The turnover that results from this bad management costs businesses dearly. To truly solve these problems means improving the leadership capabilities within your organization.

Leadership doesn't just happen

Leadership can't be taught in a day, it is honed and practiced over years

We offer a structured Leadership Development Program to address the lack of transformational change and high employee turnover experienced by executives through an ongoing, light weight 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

"I know what I should be doing as a leader, but I often get overwhelmed by the 'day job'. Once I implemented the E3 Leadership Practice with my team, it provided me the comfort that at least once a month we would all get together and 'practice our leadership capabilities.' It's like having a fitness coach, holding me accountable and providing me with the agenda." - Director of Customer Success, Global Technology 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 to build a foundation for high-performing teams by establishing trusting relationships through a mutually agreed-upon vision, engagement map, and execution plan.



E3 Leadership Coaching & Speaking

Opportunities to support the leadership journey through motivational keynotes, company-wide engagement programs, and personalized coaching for self-development and motivation.

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

Excited Employees

Organizations that meet an individuals' need for sense of purpose, growth, inclusion, security, and confidence more easily attract and retain them.

Elevated Organization

Organizations that invest in expanding E3 Leadership across the enterprise and create a high-performing culture, empower employees to innovate new products and new ways of working.



Effective Team

E3 Leaders that pull their team together by expressing a common direction, engaging all the players, and consistently executing against a plan, drive success.

Optimized Results

When employees are excited, effective and driving innovation, they treat customers better which drives revenue and reduces costs; maximizing profits.

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



BE PREPARED TO WEATHER ANY STORM



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