



LEADERSHIP



E EQUALS WHY

E3 LEADERSHIP DEVELOPMENT PROGRAM AS A SERVICE

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

Leadership Development Program

Leadership development is a journey, not a book to read nor a one-time training class. It is learned through ongoing coaching, practical experience, and feedback.

Basic Building Blocks



Ownership



Scope



Playbook



Structure

A good Leadership Development Program is an on-going, lightweight program designed to be integrated into a leader's routine, not disrupt it.

Outcomes

Common Platform
Tools, Language, Purpose

Trust and Teamwork
Cross-functional Collaboration

Continuous Practice
Space to learn and reinforce best practices

E3 Suggested Offerings

Bootcamp

E3 Leadership Bootcamp: Elevate Leadership Capabilities

- E3 Discovery Session with Executives
- 4 Virtual, 90 min sessions, with pre-work, group interaction
- 10 Clarity4D Assessments and E3 Leadership Profiles
- Access to monthly E3 Leadership Community group call

On-going

Leadership Development as a Service for 6 Months

- E3 Leadership Practice - On-going Monthly Development Sessions
- Office Hour with a Leadership Advisor assigned to the team
- Integration with company strategy and culture
- Individual Coaching Sessions: Personal Development Plans



but all too often leadership development gets de-prioritized in the daily whirlwind

E3 Leadership Bootcamp

Leverage a common leadership methodology to work better together
(Capabilities, Tools, Language, Expectations)

Format

Four (4) collaborative and interactive sessions that can be delivered in person and virtually. Modular program of asynchronous learning for leaders:

- pre-work
- live sessions
- interactive exercises - learning through doing
- Personality assessment (Clarity4D)

Outline

- **Session 1: Introduction to Leadership and Teaming**
 - Confirm your understanding of what leadership means and what a great team looks like
- **Session 2: Self-Awareness**
 - Develop and express your E3 Leadership Profile: Vision, Values, Working Style,
 - Review the results of your behavioral preferences (personality assessment)
- **Session 3: Working with Others**
 - Respect how your preferences can be perceived differently by others
 - Learn how to recognise other's behavioral preferences to engage for the optimal outcomes
- **Session 4: Influencing Change**
 - Leverage the E3E Leadership Methodology to influence change and deliver results
 - Build effective communication skills

Outcome

These sessions will be focused to help build the foundation for trust and collaboration

- Develop personal skills
- Highlight diversity
- Improve communication
- Discover commonality

Elevate leadership capabilities

What Our Customers Say

"Leadership tends to be nebulous, and we tend to get caught up in the work, losing sight of the people we lead and neglecting our personal self-development. The E3 Leadership Bootcamp provided me the tools, the practical experience, and space to reflect, learn and share with other like-minded leaders." - VP Financial Planning, Fortune 500 Financial Bank

E3 Leadership Practice

Ensure the entire management team is consistently applying the agreed upon commitments of a high-performing team

Format

E Equals Why also provides a subscription-based option for continued leadership development which are regular sessions to continuously inspire and enable your leadership team.

- Interactive periodic management sessions (minimum once a month) to align, practice, and harness diverse styles and experiences.
- Outsourced content creation and accountability creating a configurable, company-relevant curriculum, i.e.,
 - Company-specific strategy and messaging discussions
 - Company-specific processes/expectations
 - General leadership topics, i.e., Business Acumen, Feedback, Setting Expectations, Difficult Conversations, Eliminating Egos, Accountability, etc..

Practice: Monthly 90 min sessions of curated content and facilitation to give space to leaders to learn and apply

Power of Business Acumen

- Business Acumen Basics
- Power of Data
- Analyzing Reports
- Telling a story with data
- Think like a CEO
- Customer Engagement

Performance Management

- Effective Communications
- Powerful Feedback
- Conflict Management
- Difficult Conversations
- Power of Teaming Agreements

E3 Emotional Qualities

- Expressing more Gratitude
- Empathy - No one wakes up with bad intent
- Authenticity and Integrity
- Inspire, Enable, and Empower
- Courage and Curiosity

Practice makes perfect

What Our Customers Say

"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

E3 Leadership Coaching

Coaching is a collaborative process that fosters self-awareness and growth, helping individuals identify and overcome challenges to achieve their potential

Structure

The coaching program is designed to facilitate personal and professional growth through a structured yet flexible approach:

- Utilize assessments to identify strengths, preferences, and areas for development.
- Engage in one-on-one discussions to explore challenges and set targeted goals.
- Conduct coaching sessions that provide personalized strategies, feedback, and action plans for growth.

Goals

- Transform into your best self and effectively communicate your value to others.
- Enhance engagement and communication skills for better interpersonal interactions.
- Elevate your business acumen to make informed and strategic decisions.
- Create a personalized playbook for defining, measuring, and achieving key results.
- Develop a comprehensive Personal Development Plan tailored to your aspirations.

Outcomes

- Leadership Growth: Develop leadership capabilities to inspire and drive success.
- Build Resilience: Navigate challenges and adapt to change.
- Achieve Goals: Sharpen goal-setting and execution skills to deliver results.
- Strategic Decisions: Enhance decision-making for enhanced effectiveness.
- Forge Relationships: Strengthen abilities to build meaningful, trusting relationships.
- Solve Problems: Enhance problem-solving abilities for innovative solutions.

What Our Customers Say

“As a self-aware person, continuously striving to elevate my leadership capabilities, the E Equals Why coaches are amazing because they provide me with the perfect amount validation, insight, encouragement and accountability (“kick in the ass”) when needed.”

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.

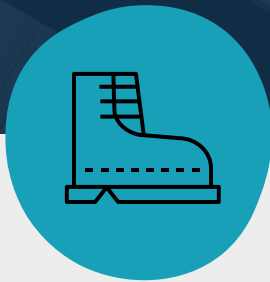
We offer structured Leadership and Team Development Programs to address the lack of transformational change and high employee turnover experienced by executives through an ongoing, lightweight program designed to be integrated into a leader's routine, not disrupt it. This is not a one-and-done training 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

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

EMPLOYEE BUY-IN

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

DELIVER RESULTS



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



BE PREPARED TO WEATHER ANY STORM



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