



Our Core Service

Our approach to Executive Coaching empowers leaders to innovate their skills through a curated Employee Experience (EX). EX combines User Experience (UX) and leadership development methodologies to increase employee engagement, retention and shape your organization's culture. Leadership roadblocks are expected, but leadership innovation is the first redesign step. We encourage our clients to action a 5% shift leveraging their ideas and start building the vision.

Designing your Employee Experience is critical for competitively operating in a global economy. Many employees have multiple managers and multiple roles. The culture shifts, when you holistically design the employee experience to reflect all facets of the employee.

**Information + Application =
Transformation**

Our Vision

To design the space between You and X. A set of core principles, methods and tools you can use to create better interactions between you and the people who matter most.

We Work with Leaders

We are the strategic thought partner for executives and teams that are successful, but a 5%-10% shift is needed. Our leaders possess a unique business acumen that include unrecognized and underutilized skills. We focus on results and the scoreboard while shifting clients from command and control style operators to coach and mentor style leaders. Our clients learn to tap into their ordinary to achieve resilient exponential growth.

We work with professionals to discover their perfect equation for exponential growth: working within a corporate culture + a deep-rooted passion for personal transformation = an engaged and high performing employee.

10,000

TRAINING AND WORKSHOPS
HOURS DELIVERED

23 YRS

EXPERIENCE IN THE
FORTUNE 100

500+

HOURS COACHING
EXECUTIVES

5% SHIFT

72 MINUTES DAILY TO
SUSTAIN RESILIENCE

We Work for Organizations

Our learning and development approach increases team performance. EX combines User Experience (UX) and leadership development methodologies to increase employee engagement, retention and shape your organization's culture. The Ebenum Equation team works with management to prototype impactful EX programs from recruitment to retention. Think of EX as defining the relationship between you and your employees. We partner with you to align organizational culture and values to design an EX that pulls the employees closer to your vision.

Our Clients:

- Increase revenue & profit
- Increase KPI's by 20%
- Prototype and test ideas
- Acquire leadership skills
- Reduce conflict & drive collaboration
- Mastermind problem solving
- Incorporate skills into daily use
- Forge partnerships

Our Approach

- Workshops & Training
- Employee Experience Design
- Mastermind for Leadership Development
- Strategy Planning & Development
- Project Management
- Meeting Facilitation
- Myers-Briggs Type Indicator
- Consulting
- Executive & Group Coaching
- Retreats
- People Assessments
- Leadership Culture Surveys
- Keynotes
- The Leadership Circle Profile
- Multi-Day Intensives

Representative Clients

Leading organizations call on us as a trusted partner.

- Revlon
- Ferring Pharmaceuticals
- SIXT Rental Cars
- Urban Institute
- Automattic/ Wordpress
- Ryder
- Kenzen
- Florida International University
- Syracuse University
- Hunton & Williams
- Leadership Council on Legal Diversity

Certifications

- International Coach Federation Certified, Professional Certified Coach
- Myers-Briggs Type Indicator Certification
- The Leadership Circle Profile & Culture Survey Certification
- Creative Insight Journey Instructor
- Certified Hypnotist

To learn how we can work with you to design an Employee Experience that closes the space between you and the people who matter most, please contact our CEO, Ebony Smith directly at 630-730-0478 or ebony@ebenumequation.com.

*This is not just training, we redefine the **Employee Experience**. We shift your HR strategy from “point-in-time” engagement to personalized leadership tools, performance management, innovation prototyping, and curated experiences.*

