



# Consulting

*Create the culture shift that makes people stay*

We develop amazing employee retention, engagement and performance strategies for our clients that will make your culture sticky...and kind of irresistible.

**Our philosophy is SLAM!™ It's backed by research in the human and organizational sciences. All of our engagement, retention and performance solutions are distilled through the four drivers of SLAM!™**

## *Social Connection*

It's harder to leave jobs when you love whom you work with. Research shows that workers are more productive, engaged and satisfied when they are socially connected to others in the workplace. We help you create internal and external social networks that connect.

## *Leadership Excellence*

Losing great people because of poor leadership and management is inexcusable. There's no room anymore for sub-par. Great leadership is the foundation for an engaged workforce. Our leadership and management development programs get results.

## *Aligned Culture*

When a company lives by its values and these values are pervasive, engagement thrives. Values are a two way street, from the top to the bottom and the bottom to the top. We provide the channels to promote alignment.

## *Meaningful Work & Life*

Gone are the days when employees came to work just for a paycheck. Workers need to know that every role plays a part in the big picture. We help you infuse purpose, meaning and life back into the picture.



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*"When employees are happy, customers are happy. That's a fact."*

## What We Do...

### *Culture of Performance*

**We can help you shift from basic performance management to a culture of performance...**

- **Identify** the competencies you want to measure
- **Infuse** these competencies into the development of your people
- **Create** a metric-based, virtual based customized performance system
- **Help** your people learn to give and receive feedback
- **Create** a culture where people are internally motivated and accountable for performance

**63%** of executives

feel that their managers lack the skills to engage in difficult feedback conversations.

### **DID YOU KNOW?**

When companies successfully engage their customers and employees, they experience a 240% boost in performance related business outcomes.

### *Sticky Culture of Engagement*

**We can help you shift from pizza parties to a sticky culture of engagement...**

- **Figure out** what makes people want to stay and capitalize on those factors
- **Customize** your engagement surveys on a virtual based platform to find out what matters most
- **Help** your people learn to retain and engage at all levels
- **Create** an effective reward and recognition program

*Founded by this lady*



**Nicole Lipkin**  
Psy.D., M.B.A.



*Joined up by this guy*



**Brett Bell**  
Psy.D., M.A.



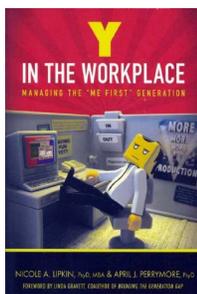
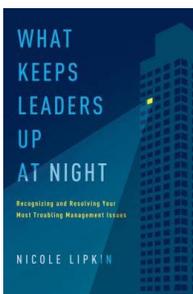
*Together we believe leadership development is human science.  
Not rocket science!*

By bringing human nature back into business, Equilibria develops your leaders, your culture and your company. We provide consulting, training, development programs and coaching to help companies and individuals hone, develop and refine their leadership capabilities and potential from average to outstanding. And who doesn't want a little outstanding?

*Check out the cool things we do and the fun people that work with us*

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