



E B E N U M
E Q U A T I O N

We help brainy organizations build a diverse leadership pipeline & design a world-class employee experience.

- Unique DEI Solutions
- ICF Leadership Coach Training for Managers
- Leadership Pipeline Development
- Leadership Training Catalog
- Foresight Strategy Labs
- Gray Zones



The Ebenum Equation philosophy is built on delivering direct coaching & feedback while building capacity & capability through practical skills that leaders can implement immediately.

We understand that thriving in extreme disruption & distributed work environments is a skill set most managers have not devoted attention to develop.

TYPICAL SKILLS CLIENTS USE

- › Leadership Development Cohorts
- › Global Team Retreat Facilitation
- › Coaching 1:1 and Group
- › Sales Developments Cohorts
- › Speaking

INNOVATIVE & UNDERUTILIZED SKILLS

- › Diverse Leadership Development Pipeline
- › ERG Programming
- › Coach Education Training
- › Foresight Strategy Workshop & Facilitation
- › Gray Zones Experiences with Consumer Insights
- › Training Content Design for LMS Systems

FOCUS AREAS:

- Energy ◀
- Pharma & BioTech ◀
- Engineering ◀
- Manufacturing & Tech ◀

NAICS CODES:
611430,
541612,
541990

CAGE:
85BY0
PSC:
U008, R420,
U009, U099

WBENC WOSB:
181191
NMSDC:
FLO6204

CMMC:
Level 1
Compliant

CMMC Level 2 & NIST 800 by 1Q23

Google

REVLON

Virginia
HOTELS

Pfizer

CareCloud

TRACFONE
wireless, inc.

FERRING
PHARMACEUTICALS

UHealth
UNIVERSITY OF MIAMI HEALTH SYSTEM

Edelman
Financial Engines

AUTOMATTIC

ChenMed

AvMed
Embrace better health

Ryder

ESG POLICY

- › We team with other diverse suppliers to create agile solutions for our clients.
- › We are passionately building & sustaining an inclusive & equitable working & learning environment.
- › DEI spend targets: 50% with diverse business

EXPERIENCE (2020-PRESENT)

- › Advance DEI leadership development cohort for non-URG leaders
- › Leadership development cohort for URG members
- › Coach education program for internal coach cadre
- › Data Center construction supplier development program
- › Coaching for Product Inclusion SME
- › Keynote speaker for various summits and internal conferences
- › Executive DEI coaching for 23 Dir/VP level leaders

GEOGRAPHICAL FOOTPRINT

In-Person: The Americas & Europe
Virtual: Global

We help you own it.

Your voice. Your mission.
Your vision. Your life.

Ebony Smith / 754-799-2889
ebony@ebenumequation.com

EbenumEquation.com



1

We help organizations develop rock star leaders to keep pace with the growth strategy of the C-suite by creating brand evangelists.

Challenge:

A team of new middle office managers needed team building, innovation training and leadership skill enhancement.

Solution:

The 8-week Leadership C.A.R. (Clarity, Awareness, Resilience) workshop with virtual delivery. The series included a lecture, personal mindfulness design, accountability partnership assignments and leadership skills practice.

Results:

The leaders became more resilient while pursuing shared goals and objectives. The team's KPI increased to best in class benchmarks. The accountability assignments led to cross functional networks that strengthened professional relationships and cooperation.

2

We help teams punch above their weight class to KO revenue growth targets. For example, an underperforming sales team completed the year with 30.7% YOY growth, which the client directly attributed to our methodology and support.

Challenge:

The senior management team was under transition and the sales team was underperforming compared to the forecasted plan.

Solution:

Executive coaching for team lead with Appreciating Differences and Innovation workshops for the sales team. An internal performance mastermind was launched for the entire team nine months after the first workshop.

Results:

After one year, sales increased 16% organic growth and 14% inorganic growth- compared to the previous year. Open communication, innovation and collaboration became the benchmark for this team. The team closed the gap between baselines and desired outcome.

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