

E3 PROFESSIONAL SERVICES

ADVANCING BLACK PROFESSIONALS & CORPORATE CULTURES

WORKSHOPS AND TRAININGS

Collins Aerospace specializes in aerostructures, avionics, mission systems, and power and control systems that serve customers across the commercial, regional, business aviation and military sectors. Headquartered in Charlotte, North Carolina, the business has 71,000 employees across more than 300 locations.



Collins Aerospace participated in a multiple workshop series that focused on the professional development for marginalized groups who are seeking career advancement and looking to change corporate culture. E3 Professional Services conducted 3 workshops including the Salary Negotiations* workshop, which taught techniques on how to ask for a salary increase, when it is appropriate to negotiate and how to come up with the best amount with the E3 negotiation plan. Each workshop received 90% or higher satisfaction and understanding of concepts.



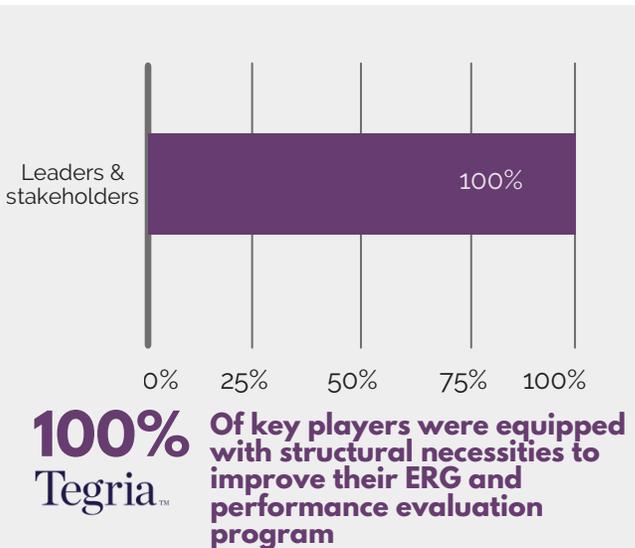
***Of attendees said the workshop was extremely/very helpful to understanding how to negotiate for themselves**

"Understanding that we (African Americans) should not devalue ourselves or accept an offer because we have the mentality that we should be grateful. Our worth is demonstrated in the time we studied, and the hours spent working. It was encouraging to hear reassuring words to ask for more money"
- Collins Aerospace Salary Negotiations Attendee

VyStar Credit Union is the second-largest credit union headquartered in Florida and now serves over 770,000 members with assets totaling \$11 billion. VyStar is the largest mortgage lender in Northeast Florida and one of the major employers in the region with over 2,000 employees. E3 Professional Services conducted Candid Conversations About Race workshops after the 2020 racial unrest.



"DeAnnah worked with me to launch a company-wide discussion on the civil unrest and injustice gripping our nation. Her deployment of the enterprise wide discussion was salient, respectful and moving! It was my privilege to get to work with DeAnnah!" VyStar Credit Union Executive



CONSULTING & ERG STRATEGY

Tegria was established as a result of a 5+ company merger. Their mission is to provide next-generation tech and services. Tegria noticed the need for a more intentional and robust DEI strategy for the company.

DeAnnah conducted an audit to develop and create a 3- year strategy for Tegria. The structure gave the leadership team a clear strategy for holding Tegria accountable to it's DEI Plan. DeAnnah provided immediate triage and support for the ERG program and the creation of an inclusive performance evaluation plan. Tegria launched their new ERG program in less than 60 days and 100% of leaders reported they were provided the education, tools, and resources to accomplish what was needed to improve DEI within the organization.

Noom is the world's leading behavior change company, disrupting the weight loss and healthcare industries. Noom serves over 50 million clients with 5,000+ employees. DeAnnah partnered with Noom to do an audit of their ERGs and create a 1yr -3yr strategic plan to restructure and relaunch of their ERG program. All of Noom's ERG Stakeholders reported having the structural necessities and the support from DeAnnah to bring the strategic plan to life immediately.

100%

Of key players were equipped with structural necessities to improve their affinity group programs.

"Thank you for your guidance, fairness and leadership in righting the "ship" of affinity groups here at Noom. We were lost but now are found thanks to you!" -Noom ERG Leader

