



EMPOWER PEOPLE. ENHANCE EXPERIENCE. ENRICH LIFE.

*ARE YOU READY
TO TAKE YOUR LIFE,
YOUR CAREER AND
YOUR ORGANIZATION
TO THE NEXT LEVEL?*

PLANT THE SEEDS OF CHANGE NOW!

With the right partner, your life, your career and your organization can take a turn to new and better destinations. Our team at *Equanimity Executive* will enable you to find who you are & choose who you want to be by providing customized individual or group coaching and training to fit your needs.

Assess

to create awareness & a baseline

Challenge

the status quo, the current mindset & cultures

Empower

individuals & organizations to enable peak performance in all areas of life

Ignite

the change

Transform

people & organizations from the core by measuring their success

Equanimity Executive, LLC, global coaching and training practice, supports its clients in over 12 countries with:

- *Executive Coaching*
- *Leadership Development*
- *Corporate Training*
- *Assessments*

We empower employees, enhance experiences, and enrich individuals' lives and organization culture through proven methods and processes. Our team of certified professional coaches combines 20+ years of corporate experience in a global environment. We have expertise in human resources, employee's engagement, conflict resolution, diversity management and cultural challenges.

Equanimity Executive, LLC:

- Enables individual's potential
- Guarantees increased employees' engagement
- Allows employees to focus on priorities
- Gives leaders the effective tools to inspire others

These are some of the benefits that our clients shared after receiving our services:

- Clearer goals
- Use of full potential
- Enhanced relationships
- Shift of challenges into opportunities
- Expanded consciousness
- New perspectives
- Increased level of energy
- Boost in productivity
- Preparedness for new professional and organizational challenges

OUR EQX TOOLBOX:

Our assessments give individuals, employees and leaders a snapshot of how they behave and respond to stress and inspire them to design the culture they desire to develop. We use individual and team assessments to identify group behaviors and potential blindspots exploring new perspectives to creatively empower individual leaders and members of an organization collectively.

Some of our High Quality Assessments:

- Cultural Transformation Tools (Barrett Values Centre)
- DISC & Motivators (TTI)
- Energy Leadership Index (iPEC)
- EQi 2.0
- 360
- MBTI
- Job Benchmark

OUR METHOD:

We use our proven process to customize our coaching programs to our clients' specific needs. Our method allows them to find personal and professional fulfillment while achieving individual and organizational goals.

Modalities and Delivery Methods:

- Executive & Expat Coaching
- Leadership Development Programs
- Corporate Training
- Self Assessment & 360 Assessment
- Workshops & Webinars

Let's find together the perfect solution for you and/or your organization! Please reach us at 321.300.4898 or by email at info@equanimityexecutive.com.



BELINDA M.J. BROWN | CEO & EXECUTIVE COACH

Belinda M.J. Brown is an international speaker, certified executive coach and women success expert.

She founded her global coaching and training practice, Equanimity Executive in 2011 to assist diverse and emerging leaders, executives and their global organizations, successfully enhance their performance in a wide range of areas including personal transformation, culture change and organizational development. She inspired hundreds of her clients to choose to lead from a place of awareness to empower others to take responsibility for their own career and life path.

Some of her work consists of debunking myths and addressing real challenges encountered by her clients in the corporate environment.

Belinda brings to her executive and leadership coaching an extensive experience across multiple industries: retail, automotive, services and hospitality. In addition to her coaching certifications, Belinda spent over 15 years occupying leadership positions in top 500 Fortune in the US and Top 40 companies in France, mostly in highly male dominated industries.

This experience makes her to easily relate with her clients and understand their personal and corporate challenges as leaders. She also developed an expertise in feminine leadership and diversity in general because she noticed how much it enables organizations to thrive and sustain extraordinary results while profiting the community and the world at large.

GOOD VIBES

...Belinda has assisted me to reconnect with my inner self, to remember my core values and to use those as my guiding force in my life. She has helped me gain awareness to my weaknesses and most importantly how other people perceive my behavior...

– Shelli Girard, Senior Manager

...I learned communication, confidence, assertion, listening and choices in my personal life, my professional career as well as establishing quality relationships and leadership skills. Working with Belinda has empowered and encouraged me to be a quality leader...

– Barbara Rella, Supervisor

Belinda's communication training certification program has given me the confidence to provide training to my clients that will enable them to clearly understand their communication style, identify others style, and implement tools to enhance their ability to communicate and build relationships. I would recommend Belinda's programs because they are not only informative but they are fun and engaging as well. I personally felt her training style was flexible and met the needs of the various learning styles in the classroom. Belinda positive and inspiring training style made the time fly.

– Kim Prillerman, CEO

TEAM SUCCESS

CHALLENGE

A mid-sized organization located in Florida contacted EQX to overcome communication challenges between the technicians, the administrative team and the clients impacting service and productivity due to conflicting priorities and communication styles. The consequences were a focus on urgency that led to inconsistent messages and lost opportunities.

EQX APPROACH

After conducting a thorough needs assessments and defining the objectives, EQX customized an Expert Communication Training program to support the organization and to provide the team with an experience about effective communication. We used a set of assessments which combines DISC & Driving Forces. Through individual debriefs and group exercises, the participants were able to learn about their energy styles, recognize the styles of others and grasp what is driving or refraining them from taking action. Our provider, TTI SI, is the only DISC assessments provider that generates 384 unique reports, based on both the high and low scores revealed in each individual's results. In other words, we also analyze and present the less dominant behaviors since developing these less dominant behaviors presents opportunities for self-improvement and greater understanding.

ROI: 295%



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RESULTS + KEY FINDINGS

- Greater understanding of one's style and ability to approach opposite styles with awareness and non judgment.
- Set of action plans to sustain the behavior.
- Where other companies only provide a snapshot of an individual, we provide a full picture to gain a greater understanding of self and others.

\$26,041

is the cost per worker per year in loss of productivity resulting from ineffective communication*

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*Source: American Psychological Association study, 2007



In all my professional years of experiences and preparation, this is one of the best training sessions I have ever attended! With Belinda's methodology, I learned more about myself and about others which will definitely help my communication and thinking skills. I have recommended your training and coaching to several managers in order to align operations.

— Rafael Caamano, Associate Director



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EXPAT SUCCESS

FACTS

By 2020, the number of expatriates in the United States will have increased by 50% since 1998 and 4 generations of employees will have to work together. Meanwhile, organizations have become global, striving to discover new markets, expanding their businesses and serving new customers.

CHALLENGE

A global organizational hired EQX to support Jose C., IT Director, who was transferred from Brazil to the United States with his family. Prior to partnering with EQX, he struggled to communicate effectively with his team and was distracted by the discomfort of his wife not adjusting to the culture.

EQX APPROACH

Assessment of his current situation led to the following recommendations:

- a 1 day cultural training for him and his family to explore cultural differences and normalize the challenges.
- Executive Coaching to develop emotional intelligence in order to recognize for what they are: "signals" to enable response instead of reaction.
- Cultural Awareness training for his entire team

Estimated ROI: 700%



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RESULTS + KEY FINDINGS

- Increased level of success
- Ability to build trust and rapport with foreign team and clients
- Lower level of stress for the assignee and his family
- Higher level of engagement in the team
- 100% leader retention

40%

of the US managers fails their overseas assignments which costs between \$250K and \$1 M in financial loss*

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*Source: American Psychological Association study, 2007



I was coming out of a burnout and was just leaving a state of high anxiety – which I wanted to quit. At the same time. I knew I wanted to change the direction of my professional life, but was unable to create any steps to move forward. This was greatly affecting my private life – mostly in handling a relationship. I felt stuck and wanted to move forward.

It was a third attempt to say yes to coaching, after two failed experiences... I brought a big challenge for

Belinda and she actually took a very different approach than the previous ones to challenge me. Because of my work with Belinda I have managed to get over anxiety, to recover fully from this burnout. Whenever I “FEEL” I am able to analyze the causes of my emotions and try to understand them. I am capable to rely more on my intuition, and this helps me a lot in my daily life. I have the confidence that what I have been looking for is waiting for me, and has never been so close. I just have to accomplish a few final steps to obtain it. I certainly have traveled a long way – by growing more over 9 month than over the past 9 years! I’m really grateful for Belinda’s help.

— Anne-Laure C., Leader in the Financial & Banking Industry



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PERSONAL SUCCESS

CHALLENGE

Anne Laure C., brilliant and successful leader, experiences severe burnout after working for 9 years in a fast paced and stressful environment. She hired two other coaches prior to contacting us; she was desperate. It became unbearable for her to continue to survive. It was time for her to overcome the burnout. She had a lot of difficulty at first as she felt guilty sharing her experience with others.

EQX APPROACH

We used our proprietary 5 steps process *ACE IT™* to lead Anne Laure into a smooth and sustainable mindset shift in order for her to trust herself again and embrace the process. We worked for several weeks on uncovering her values, explore her passions and determine what the cause of her high catabolic stress levels and her exhaustion was. We conducted two sets of assessments to help her understand what was happening and empower her to find solutions aligned with her renewed self.

RESULTS

Once Anne Laure was able to BE who she was at her core, the symptoms (physical, mental and emotional) disappeared and she made conscious choices to expand her life and her career on healthier criterion.

Estimated ROI: priceless



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KEY FINDINGS

- An opportunity to regain self-confidence
- Positive impact of coaching not only on the mind but ultimately on overall well being
- Greater emotional awareness to prevent stressful situation
- Smart career management to serve both personal and professional goals

75%

or more of Americans experience physical or psychological symptoms related to stress*

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*Source: American Psychological Association study, 2007



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— Barbara Rella, Supervisor



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WOMEN SUCCESS

CHALLENGE

Shelli G., Sr Manager in IT sponsored by her company, contacted our practice to support her career growth on one of her male leader's recommendations. In an industry where men represent over 80% of the employees, only a handful of leaders are actually female. Dealing with her feminine competencies and her emotions was stressful as she wanted to look strong.

EQX APPROACH

Our proprietary method *ACE IT™* helped Shelli to assess her current situation to set a baseline, then it was important for her growth to debunk some of the myths about women leaders, their traits and desires. Instead of comparing herself to her male models, she define success and leadership on her own terms using her emotions as a compass to identify potential limiting beliefs and blind spots. She also learned to be comfortable with silence and to empower her team members by holding the space in lieu of solving each problems.

RESULTS

Shelli gained confidence in her leadership skills and ability to lead as she became more aware of her true potential. She improved greatly her relationships with her team members in addition to better integrate her personal life with her desire to continue to climb the corporate ladder.

Estimated ROI: priceless



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KEY FINDINGS

- Women define success with very specific values
- Being a woman is an asset in any leadership role if feminine traits are embraced and not repressed
- Women are usually the one self limiting their career growth because they are misaligned

8 OUT OF 10

Competencies desired for modern leaders are viewed as feminine*

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*Source: American Psychological Association study, 2007



Belinda has assisted me to reconnect with my inner self, to remember my core values and to use those as my guiding force in my life. She has helped me gain awareness to my weaknesses and most importantly how other people perceive my behavior. Some of the things people think about me are not who I am at all but it was all about how I was acting - not listening (and didn't know it), being too direct and

too serious all the time. I learned active listening skills and to adjust my communication style to other people. I realized that I did not even really have to change myself - you just need to acknowledge and be aware of your own behaviors or habits. I have also learned to have some of the "courageous conversations" that are imperative to being a successful leader. All in all, the experience of executive coaching has been a life changer for me and I have Belinda to thank for that! I will recommend Belinda to all of my friends and leaders

— Shelli Girard,
Sr Engineering Manager with Seagate Technology



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Equanimity Executive is proud to serve government agencies.

Socio Economics: Small Business, Woman Owned (WOSB) Women

CAGE: 7FBN7

Duns: 030816964

NAICS Codes: 611430 Professional and Management Development Training
541612 Human Resources Consulting Service

SAM Registration: Yes

Markets: USA , Canadian and French Speaking countries

CERTIFICATIONS & ACCREDITATIONS:

