



HEATHER R. YOUNGER, J.D.

CEO, Employee Fanatix, LLC

Inspiring **Intentional Leadership**
to Drive Business Results

ABOUT HEATHER

As an attorney, best-selling author, international TEDx speaker on adversity, podcast host on leadership, facilitator, and coach, Heather Younger has more than earned her reputation as “The Employee Whisperer.” Her experiences as a CEO, entrepreneur, manager, attorney, writer, coach, listener, speaker, collaborator and mother all lend themselves to a laser-focused clarity into what makes employees of organizations and companies— large and small— tick.

- Heather has facilitated 150+ communication style (DISC) and leadership and emotional intelligence workshops, reaching 100+ employers and their employees
- Her motivation and philosophy have reached more than 25,000 attendees at her speaking engagements on large and small stages
- Companies have charted their future course based on her leading more than 100 focus groups
- In addition, she has helped companies see double-digit employee engagement score increases through implementation of her laws and philosophies
- She has driven results in a multitude of industries, including banking, oil & gas, construction, energy, and federal and local government
- Her book, *The 7 Intuitive Laws of Employee Loyalty*, hit Forbes’ Must-Read list and is a go-to source for HR professionals seeking insight on their organization’s dynamics
- Heather serves on the Board of Directors for Mile High Society for Human Resource Management (SHRM) and the American Cancer Society and is a professional member of the National Speaker’s Association





RENATA ROBINSON, Ed.D.

Senior Diversity, Equity and
Inclusion Facilitator & Trainer,
Employee Fanatix, LLC

ABOUT RENATA

A tried-and-true “people person,” Renata Robinson is a Senior Diversity, Equity and Inclusion Facilitator & Trainer at Employee Fanatix. Over the past two decades, Renata has served as a passionate Human Resources executive at global Fortune 500 companies, government agencies, and small nonprofits & start-ups, among others. She calls on her diverse professional experiences and extensive education (including a Master of Arts and Doctoral Degree in Organizational Management) to train leaders in shaping high-performing cultures where everyone—regardless of identity—feels included, welcomed, and valued.

- In her previous role as Chief Diversity Officer, Renata created and led 15 internal and 8 external diversity & inclusion teams
- Renata is a member of the American Society for Training and Development (ASTD) and the Society for Human Resource Management (SHRM)
- Her expertise includes strategic people development, team management, organizational development, creating company visions, and inspiring double-digit revenue growth by advancing inclusive and equitable workplace practices
- Achieving top performance ratings year after year, Renata has successfully mediated over 100+ cases between management and employees to reach equitable solutions and maintain amicable work environments
- Renata’s time-tested facilitation and training skills have consistently resulted in reduced levels of leadership turnover, absenteeism, and employee attrition, as well as increased levels of employee engagement, internal promotions, and quality assurance scores



Diversity and Inclusion Consulting, Facilitation & Training Services

At **Employee Fanatix**, we help you create a workplace where people feel heard, respected, important and like they belong. Contact us if you would like to engage our firm.

STRATEGIC CONSULTING

Our consultants help you develop a strategic diversity and inclusion plan to drive the business results you want to see in your workplace culture.

SURVEY AND ASSESSMENT

We conduct a comprehensive survey and assessment process to gather measurable employee sentiments on diversity, inclusion and engagement.

ORGANIZATIONAL CHANGE MANAGEMENT & ACTION PLANS

We provide the strategic advisory services to assess current and desired states, and develop action plans to foster inclusion and collaboration among teams.

EMPLOYEE FOCUS GROUP & DIVERSITY COMMITTEE FACILITATION

We gather qualitative employee insights to identify gaps, challenges & opportunities for improving diversity and inclusiveness.

KEYNOTE SPEAKERS & VIRTUAL PRESENTATIONS

Our diversity & inclusion keynote speakers inspire and educate managers/executives with the knowledge and best practices to be inclusive leaders.

JOURNEY MAPPING

Our consultants assess the workplace culture at every touchpoint in the employee experience— from interviewing, hiring and onboarding, to training, team culture, performance management, retention and beyond.

DIVERSITY & INCLUSION COACHING AND TEAM TRAINING

Fully customized diversity, civility and unconscious bias coaching and training establish the foundation for a more inclusive workplace culture.

LEADERSHIP RETREATS & ROUNDTABLES

Depending on your needs, we can lead full-day retreats and half-day roundtable discussions to get to the bottom of issues you may be facing and build a roadmap for transformation.

COMMUNICATION STRATEGY

We help you share your vision and plans for a more diverse and inclusive culture with employees, line managers, and executives. We help create communication strategies to keep employees informed about progress in addressing issues.



Testimonials

“Heather has been working with my organization for the last two years. During that time she has enthusiastically embraced the responsibility of facilitating an employee engagement group. Designed to determine how to continually improve our work experience, Heather has successfully engaged this group in team-building, enhanced communications and focusing on the positive. Happily, I can report that with Heather’s assistance, our company raised in ranks from the bottom tier of The Denver Post’s Top Workplaces in 2017 to a top 10 finisher in 2018 and again in 2019! I look to Heather for many of our leadership & organizational development needs.”

—**Pam Wolf**, Human Resources Director at Extraction Oil & Gas

“I had an opportunity to participate in Dr. Robinson’s Diversity, Equity, & Inclusion workshop. The presentation was engaging and insightful. She offered practical steps that companies could utilize to integrate DEI as part of their overall strategic plan. Dr. Robinson’s content on the phases of cultural awareness provided an opportunity to assess DEI readiness and begin the work needed to transform unconscious bias to personal awareness. As a professional, mastering leadership competencies are critical to one’s success. Finding tools that will assist in professional development are priceless. Thank you, Dr. Robinson, for being a champion of DEI and sharing your personal experiences.”

—**Cherese Curry**, Vice President of Operations

“Heather is a skilled professional who is very passionate about the employee experience. She offers thoughtful insights and fosters meaningful discussion to help advance professional development and employee engagement initiatives. Heather pulls information from various sources, draws on her expertise, leads productive conversations with her clients, and formulates her recommendations to be impactful. I have appreciated her professional, personable and enthusiastic approach.”

—**Christinne Johnson**, President, Human Resources, FirstBank Holding Company

“I had the pleasure of attending of Dr. Robinson’s Equity, Inclusion, and Diversity session. Dr. Robinson’s session was very enlightening and full of tips, tools, and guides on successfully forwarding Equity, Inclusion & Diversity work in the workplace. Dr. Robinson has a keen understanding and expertise in this field accompanied with a unique gift in communicating the complexities and managing the emotional taxes of this work with all audiences regardless of background. Dr. Robinson is an expert in assisting businesses in building systems and creating frameworks that champion a healthy work culture grounded in the celebration, development, engagement, and retention of a diverse and talented workforce.”

—**Isaiah Weatherspoon**, Human Resources Manager

References

Christinne Johnson, President of HR, First Bank (christinne.johnson@efirstbank.com)

Pam Wolf, Head of HR, Extraction Oil and Gas (pwolf@extractionog.com)

