

A stylized illustration featuring two hands, rendered in a dark grey silhouette, positioned to form a heart shape. The hands are set against a background of a sunset or sunrise, with a gradient of colors ranging from deep purple at the top to bright yellow and orange at the bottom. The text "What's love got to do with it?" is written in a white, sans-serif font across the center of the image, partially overlapping the heart shape.

What's love got to do with it?



hope over fear || unity over division || love over hate



At Ent we commit to fostering a culture of belonging, embracing and celebrating individual uniqueness, and providing opportunities for all to thrive.





Why Being Engaged Matters

Engaged

Works with passion and commitment

Provides discretionary effort

Drives innovation

Has a growth mindset

Satisfied

May or may not strive for excellence

Puts time in but not necessarily energy

Has a wait and see attitude about their job



Engagement Facts

Increased well-being

highly engaged employees
are 2X more likely to say they
are extremely satisfied with
personal life

4X teammates who feel they **belong** and who work
with a **sense of purpose** are **four times** as likely to
love what they do

Leaders account for **70%** of
the factors affecting employee
engagement

17%
Higher
Productivity

41%

Less absenteeism

59%

Less
Turnover

An employee's engagement affects:

- reported levels of stress at work
- bringing home stress to family and friends
- anxiety and depression levels
- cholesterol levels

We are hard wired for connection





Understanding is an act of vulnerability
Trusting is an act of vulnerability
Sharing is an act of vulnerability

A photograph of a dense, vibrant green forest. A narrow path, partially covered in fallen leaves and twigs, leads from the foreground into a dark, arched opening in the trees, which appears to be the entrance to a tunnel. The surrounding foliage is thick and lush, with various shades of green. The lighting is soft, filtering through the canopy.

Empathy is patiently and sincerely seeing the world through another person's eyes. It is not learned in school; it is cultivated over a lifetime." ~Albert Einstein



Be curious, not judgmental

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A rustic, handcrafted scene featuring a small, rectangular, light-brown cardboard tag. The tag is placed on a rough, textured wooden surface. A black string is tied around the left side of the tag. To the right of the tag, a single white daisy flower with a bright yellow center is positioned. In the background, two more similar daisy flowers are visible, slightly out of focus. The overall aesthetic is warm and natural.

Thank
you!

Cultural norms are shifting

“The coming-of-age of Generation X and Millennials signals one of the most significant transfers of economic power in history, and that means recruiting and talent retention efforts are now fixed squarely on these two **tech-savvy, laid-back, globally-minded** generations”

~ Sarah Landrum in Forbes

e.g., 41% of individuals in the U.S. under 30 have one or more tattoos, driving a cultural acceptance

Pew Research 2023