

THE FIX

Year-End Edition

Issue 3, December 2022

As the cold weather starts to kick in and the holiday season arrives, here at Fixer HQ we've been reflecting on the incredible year we've had and the exciting opportunities for the year to come. In this issue of The Fix, we are pleased to share some highlights from 2022, some of our clients' perspectives on Fixer's work this year, and a spotlight of our HR: People & Culture services (because there's no better time than the holidays to focus on how we treat each other and the cultures we want to build).

We hope you enjoy this issue - don't forget to share The Fix and follow us at [@fixeradvisory](#). From Nicole and our Fixer team to you, we wish you a happy holiday season.

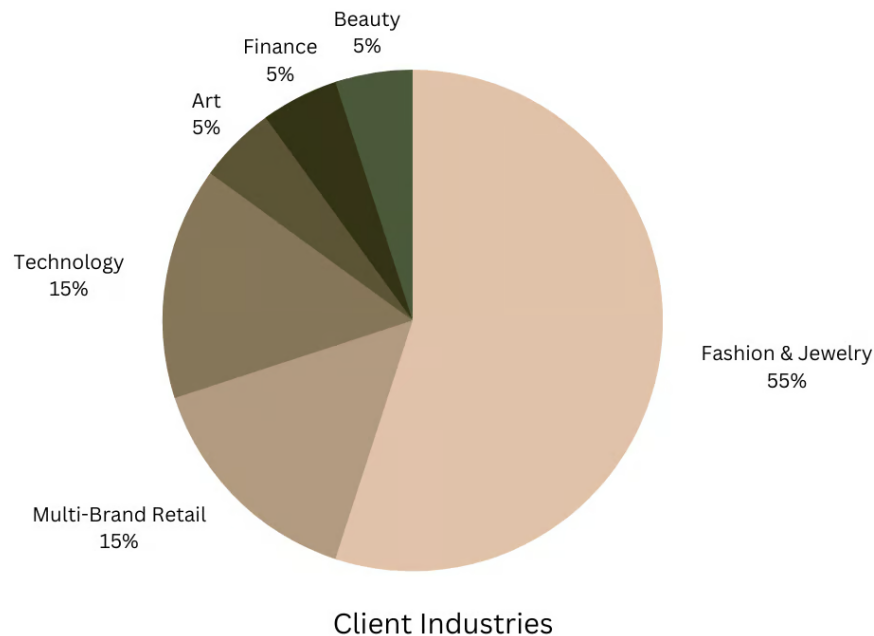
X,

The Fixer Team

Fixer Figures

From exciting new clients to amazing experts, our #FixerFam has grown quite a bit this year - and we grew into new headquarters in SoHo, NYC. In 2022, we've welcomed 10 new clients and now have over 20 Fixer employees and vetted experts! We also have a number of strategic partners and are looking forward to continuing to expand our Fixer community in 2023.

Our clients come from a wide range of industries, from haute couture to green technology...



...and are headquartered across the world, from New York, to Paris, and all the way to Sydney, Australia.

Reflecting on 2022

2022 was a year of tremendous growth for many of our clients. At the same time, we are all navigating a challenging economic climate and uncertainty about the future of our collective industries. Helping our clients navigate the highs and lows of their businesses is so rewarding to us, and we are proud to share a few client reflections regarding our work this year.

Shira Sue Carmi, CEO, Altuzarra

“When we found ourselves in a particularly challenging situation, Fixer quickly assessed the situation and helped us find a legal solution tailored to our needs that we didn’t even know was possible – saving us a substantial amount of money in the process. While everything about the situation was unfamiliar territory for us, the Fixer team had been through it all before, and shared their experience and knowledge - to our great benefit and peace of mind.”

Stephen Yalof, President & CEO, Tanger Outlets

“Fixer has been a critical thought partner and advisor to us as we have reimaged the future of Tanger – supporting our executive team, partnering with us to define our mission, vision and values, and guiding us through tactical implementation of internal and community-based initiatives that form the foundation of our redefined corporate culture.”

Stephanie Unwin, President, Veronica Beard

“Nicole and her team at Fixer have made an invaluable contribution to our organization. They have supported us with DE&I, human resources, legal, real estate and general commercial matters, and in each instance, they have exceeded our expectations and demonstrated passion, professionalism, and dedication. As a business leader I feel well supported by the depth of experience and knowledge that the Fixer team brings to the table.”

The Fixer Feed

FAST COMPANY

Why You Should Build Your Community, Not Your Network

In her latest piece for Fast Company, Nicole unpacks the "a-ha" moment that came from reframing traditional networking opportunities as chances to create authentic, meaningful bonds.

[Read More](#)

ladies who law school

Where Curiosity Led Me

On the Ladies Who Law School podcast, Nicole talks through the personal, educational and professional twists and turns that led her to where she is today - and how vital curiosity has been to her journey.



[Listen Now](#)

The X Factor

What is Fixer's X Factor?

*The intangible **insight, instincts, connections,** and tools that can only be developed with years of experience across multiple industries, scenarios, obstacles, and wins - **curated by the Fixer team** to serve each client's individual needs.*

Fixer Services Spotlight - HR: People & Culture

HR: People & Culture has been a core pillar of Fixer's service offerings since its founding. As we continually build our roster of experts in this area, we are delighted to share that Jay Barrett has joined Fixer as Executive Advisor - HR: People & Culture. Jay is a seasoned HR professional, with over 15 years' experience in the U.S. and internationally, supporting creative, commercial & non-profit organizations at various stages of their growth journey - from startups scaling globally to established luxury brands. You can learn more about Jay [here](#).

A healthy company culture and motivated workforce are cornerstones of performance and profitability. We are passionate about helping our clients build great teams and transform the employee experience. We start by evaluating our clients' current HR capabilities and needs in order to build out the right program to support their organizational ambitions and implement policies and practices that are practical and compliant. From talent recruitment, to organizational structure, to total rewards and learning & development opportunities, we help our clients manage HR with ease and enable their organizations to thrive. [Contact us](#) to learn more.

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