

Not Just a Job. But our

PASSION

SALON SOIGNE HAIR SALON
SKINCARE TREATMENTS
MASSAGE AND BODY STUDIO
SPA PACKAGES
MICROBLADING
AIRBRUSH TANNING
WAXING & SUGARING
BOTOX & FILLERS
MEDI SPA SERVICES

Skin Deep Clinical
Skincare Salon & Day Spa



254-680-7546
www.skindeepclinical.com

A decorative border at the bottom of the banner consists of a series of vertical black and white stripes.

Join Our Team

220 Commercial Drive St D
Harker Heights, TX 76548
254-680-7546
Frontdesk.skindeep@yahoo.com

Our purpose:

- Our greeting has people feel at home and welcome in our business.
- Our assessment unfolds our clients needs and allows us the opportunity to recommend services that will enhance the beauty each client has to give.
- Our services are delivered to our clients by expertly trained technicians who provide a magical experience of expertise and precision.
- Our atmosphere provides our clients with a feeling of comfort, cleanliness, beauty, relaxation, service, efficiency, love and generosity.
- Our check-out offers respect and appreciation to each client, is timely and accurate, allows each client a chance to happily pay for a job well done and to schedule their next experience.

Skin Deep has developed a culture of honesty, integrity, trust, and friendship. With the support of each other the possibilities of growth in our careers are endless...

- Associate Training Program
- Education Benefits
- Mentoring and Coaching
- Vacation Benefits
- In-House Education
- Strategic Marketing
- Insurance
- Stock Options
- Retail Commission Bonus

Our *Associate Program* is a comprehensive *hands-on* experience that provides training in the areas of *technical skills, guest handling and business building*. Our Associates work with one dedicated service provider to grow into a *career hairdresser*. Like our service providers, our *Associate Program* has a performance based level system. There are four levels. Each level has specific skill sets that are the focus of training for that level only. With each level jump there is a *raise* in Commission wage and the opportunity to move up to the next level. The salon provides an environment for *growth, learning and support*. It is our commitment that every associate graduates from our program with a seamless transition from associate to stylist with the *skills* necessary for *success* in our industry. We are always on the lookout for potential associates with *passion, eagerness to learn and willingness* to be trained and coached.

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GUEST LOYALTY PROGRAM

Skin Deep's guests have the option to be enrolled in our loyalty program. The loyalty program enables the guest to receive a 10% discount on Services and a 5% discount on all Retail which in securing a future reservation, and purchasing products and services.

OUR PHILOSOPHY

Skin Deep believes in growing people for a living. That is our corporate philosophy. We accomplish this by providing our employees with the tools and parameters to grow. We know that when our employees feel secure, and have complete understanding of where they are and where they are going, they are free to provide exceptional guest service. Skin Deep performs monthly staff meetings in order to keep everyone informed as a group. Skin Deep Clinical Skin Care, Salon & Day Spa is dedicated to providing a memorable experience for each guest through exceptional service and technical excellence. We will go the extra mile to accomplish this mission with passion, expert advice and the utmost professionalism and courtesy.

LEADERSHIP

The leadership team works together with our staff to provide an efficient routine of daily operations from the morning opening by the front desk support staff, to the close for the evening. We continue to discover new ways to perfect our administration through Summit Salon consulting on a quarterly basis and our leadership team on a quarterly basis, including our staff in developing improvement plans during our monthly meetings, and our leadership team meetings. We provide training, scripting, orientation and employee manuals to maintain proficiency of communication.

SCHEDULING

We believe in quality of life. We designed an innovative work schedule to accommodate our employees' physical and emotional well-being. We call it smart scheduling. We consider fulltime 32 hours and schedule our employees on four 6-hour shifts, and one 8-hour shift per week. We believe working 6-hour shifts promotes a healthier work/lifestyle. Emotionally, it is a win-win. Working a 32-hour work week gives our employees ample time to focus on their personal lives, without compromising their careers. For example, a Mom can work the day shift from 8:30 to 2:30. In most cases, they are able to take their kids to school and pick them up.

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EDUCATION

All spa/salon employees are required to attend a monthly in-spa meeting. We bring in outside educators to teach us technical and business skills. We promote continued education outside of the spa/salon as well and encourage our team to continue to develop their professional and personal skills. After 90 days, you are eligible to have ½ of your education ticket up to \$100 paid by the spa. We feel continuing education is extremely important. Attending 2 outside per year is required.

10 THINGS THAT SET SKIN DEEP APART FROM THE COMPETITION

1. Accountability - we have our team set and strive to reach goals
2. Communication - monthly team meetings make a difference
3. Marketing - innovative and like no other!
4. Level of Service - we continually raise the bar
5. Mentorship Program - we work as a team and learn from one another
6. Our continuing Education Program
7. Our Referral Program - is unique and it works
8. Client Convenience - Great Location and Free Parking
9. Exceeding the client's expectations every visit!
10. Last but Definitely not least we are proud to be a Summit Salon & Spa

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