

DIVERSITY, EQUITY, AND INCLUSION (DEI)

Building an inclusive culture is the gateway to securing the best talent and unlocking performance and innovation.

WE CAN HELP . . .

- Organizations attract broader talent pools
- Organizations retain or expand diverse talent pools
- Teams improve performance and innovation
- Diverse leaders prepare for leadership roles
- Clients face inequities head on, then coach and brainstorm strategies for the path forward

SAMPLE ENGAGEMENTS

- Developed and delivered a customized women's HiPo leadership development program for one of the top global consulting firms to enable participants to identify and dismantle barriers to promotion.
- Facilitated the development and deployment of a DEI strategy with the executive team of a global technology firm to establish a more inclusive and diverse culture.

AWARD WINNING / CREDENTIALLED



WHAT WE DELIVER

ORGANIZATIONAL ANALYSIS

Organizations can measure DEI commitment and progress both quantitatively and qualitatively. We review and analyze senior leadership's understanding and comfort level with DEI, employee data, internal program data, and competitor benchmarks to highlight issues, opportunities, recommendations, and anticipated impacts.

DEI STRATEGY

Strategy involves selecting where to focus and aligning the organization accordingly. We facilitate structured sessions with executive teams to align DEI priorities, roadmaps and metrics that drive value for employees, customers, and investors.

DIFFERENTIATED DEVELOPMENT

Preparing diverse talent for next-level roles includes identifying unique challenges and opportunities. We deliver custom programs and coaching that encourage diverse talent to leverage their strengths and refine targeted leadership skills, which results in more diverse talent pipelines.

DEI TRAINING/WORKSHOPS/PRESENTATIONS

Teal culture change, performance, and innovation are unlocked when everyone feels included. We deliver customized presentations and programs such as Inclusion to Innovation™ and Allyship Incubator™ to cultivate learning and a sense of belonging.