



 DIVERSE & ENGAGED



NAICS: 611430, 541990, 561110
UNSPSC: 80101500, 80101501,
80101508

Geography: National

Dee C. Marshall, CEO

CORPORATE OVERVIEW

We are a leadership development and diversity and inclusion consulting practice. Our clients retain us to design and deliver programs, and initiatives to attract, engage, or retain inclusive culture.

PARTIAL CLIENT LIST



OUR SERVICES

- DEI Training & Consulting
- DEI Maturity Assessments
- Workplace Culture Assessment
- Management & Leadership Training/Coaching
- Supplier Diversity Capacity Building

OUR DIFFERENTIATORS

What makes us unique is our strategic insight and advisory services on the impact of “X-factors” not limited to regulations, 116th U.S. Congress, and new ESG reporting requirements.

1. DEI Thought Leadership
2. Proprietary DEI Maturity Assessment & Measurement Tool
3. Equity Advisor to Members of Congress
4. ESG Early Adopter & Best Practitioner
5. Certified in Kolbe, DISC, Strength Finders

OUR VALUE

We are the “S” in ESG with capacity and programming alignment to your SABS, SDG, and GRI sustainability reporting requirements:

1. **DISCRIMINATION:** Prevent persons from feeling personally discriminated (SDG 10: SV-PS-330a.3:GRI 406:GRI 405:)
2. **WELL-BEING:** Ensure and promote healthy lives and well-being (SDG 3:SV-PS-330a.3:GRI 404)
3. **SUPPLIER DIVERSITY:** Ensure and promote inclusive and equitable opportunities (SDG 4:SV-PS-330a.3:GRI 404:GRI 405:)

CASE STUDY

Case Study A - Training 46%

Retained by Silicon Valley-based tech company to solve employee turnover issue. We delivered:

- Professional Development Training
- Management Training for New Managers

Result: Increase in employee satisfaction, productivity and retention went from 13% to 46%. Saved the company from becoming the next “diversity fail” headline.

Case Study B - Coaching 26%

Retained by a top luxury retail brand to design, develop and facilitate an executive coaching program to close the inequity gap in promotion and diversity in senior management. We delivered:

- 1 Year Coaching- Mentoring Program
- A team of ICF-certified coaches
- Provided Benchmark 360 Feedback tool

Result: Twenty-six percent increase in promotion within the first 12 months.

