

# Diversity, Equity & Inclusion

Creating Inclusive Cultures Where People and Businesses Thrive!



**Talking Talent's mission** is to create more inclusive cultures where all talent can thrive and organizations can accelerate business performance! Companies with a diverse workforce are experiencing greater productivity, profits, and innovation. **Businesses that leverage the different and dynamic perspectives on their teams also experience increased employee engagement, improved retention, and healthier workplaces.** And their people show up as their authentic selves!

Our Diversity, Equity and Inclusion programs support leaders and organizations in building the necessary infrastructure for creating a culture of belonging where everyone can do their best work. Using our Learn, Amplify, and Sustain model, our goal is to help you create measurable, sustained change across your organization. Talking Talent is ready to partner with you to provide consulting, learning experiences and coaching that are expertly tailored to your needs in diversity, equity, and inclusion, no matter where you are in your journey.



## What We Offer

### DEI Consulting

We know you want to make an impact in DEI and shifting culture isn't easy. So let us partner with you to help determine your starting point and next steps. We support organizations like yours in clarifying and assessing your DEI state by conducting surveys, focus groups and leader interviews. From there, we help create a holistic multi-year DEI plan, identify specific goals and milestones, and design a survey strategy to measure impact.

### Our consultants have deep expertise in:

- Diversity, Equity & Inclusion
- Learning & Development
- Leadership Development
- Measurement & Analytics
- Talent Management

### DEI Learning Experiences

Our interactive and highly engaging learning experiences go beyond basic box-ticking exercises around bias. We equip your people with relevant, actionable resources to transform their thinking, behaviors, and habits to create inclusive cultures and help people thrive. Participants receive best *(cont.)*

**DEI Coaching better positions you to execute your DEI plans.**



practices, tools, and actionable strategies on how to implement inclusive behaviors at the individual, team, and organizational levels. We offer recommended core and specialized, advanced topics to meet your organizational needs.

### Sample Topics

#### Core DEI:

- Inclusive Leadership
- Building Inclusive High Performing Teams

- Inclusion in Action
- Allyship & Upstander Behavior in Action

#### Specialty DEI:

- Disrupting Bias in Recruiting & Hiring
- How to De-bias Feedback
- Intersectional Identities
- Workshops specific to supporting your diverse talent: LatinX, Black, Indigenous, or Asian employees

## DEI Coaching

We amplify the learning from our core and specialty experiences through individual, small group and team coaching, and digital support to achieve sustained, measurable change. We also provide this offering as a standalone service.

Our diverse coach bench has deep expertise and approaches each partnership with an intersectional lens to effectively coach across all dimensions of diversity. We have a vast global presence and offer services across different time zones and languages.

### We specialize in coaching

- Leaders on their inclusive leadership, anti-racism, and allyship journeys
- Diverse talent so that you will have a diverse leadership pipeline
- DEI leaders and practitioners on resilience and self-care so they can make a bigger impact in their role

## Work With Us

For over 15 years, we have been global leaders in promoting and progressing talent in the workforce. With a focus on mindset shift and behavior change, we are helping leaders and organizations create more inclusive cultures where everyone can thrive. Our coaching, consulting and learning experiences offer a scalable approach that work locally and virtually.

What's it going to take to amplify DEI initiatives in your organization? Talking Talent has the answers for that. Our customized and collaborative approach will equip your professionals to be intentional in co-creating an inclusive workplace culture where performance, creativity, and morale steadily increase! We help you identify the areas of greatest opportunity and then work with you to operationalize a DEI strategy that

best supports your people and aligns with your company values.

Talking Talent coaches are ready to help you execute a robust plan of action to equip, empower, and engage your leaders and their teams for demonstrating "inclusion in action." Together, we'll build a clear strategy tied to measurable outcomes in productivity, retention, and progression.

## Let's Talk

Visit [talking-talent.com](https://talking-talent.com) or email [info@talking-talent.com](mailto:info@talking-talent.com)



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Building an inclusive world