



We are Talking Talent

Inspiring inclusive cultures where people and businesses thrive

Our mission is to help you develop an actively inclusive workplace culture where everyone feels that they belong and can grow. For nearly two decades, we've helped organizations build inclusive, fair, and opportunity-filled work environments. Working together with your diverse talent and their leaders, we empower them to do great work.

Because different perspectives and unique ways of thinking encourage everyone – and every business – to perform at their best. Now, let's see what we can do for you.

Our people

We're a diverse team of business psychologists, coaches with world-class credentials, talent specialists, and diversity leaders. And we're all committed to improving the world of work.

Our approach

Our coaches use a variety of tools and techniques to challenge old habits, maximize strengths, and improve wellbeing. And while most coaching programs are generic, ours are customized and collaborative. Consider us your partner, not just a provider.



Why Talking Talent?



Coaching-led:

Building strategies for sustainable behavior change.



Committed to ROI:

Keeping the bottom line in mind.



Coaching the system, not just the individual:

Supporting the organization holistically



A 'whole person' belief:

Seeing beyond the job title with work-life integration.



Business psychology:

Using specialist coaches and solutions grounded in clinical research.



Digitally blended:

Providing easy access to help with online tools.

"The coaching has **helped me rebuild my confidence and find my voice** by giving me real insight into myself, my leadership style and **to fully embrace the value I bring.**" Ravinder Shaw, Siemens

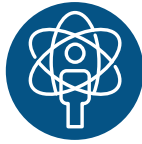


Our values are at the core of everything we do:



Be human

We're empathetic, compassionate, and grounded.



Inspire change

We push the boundaries through curiosity and challenge.



Make the difference

We make a real impact.



Be authentic

We bring our whole selves to work.



Own it

We step up with confidence and take responsibility.



Better together

We combine our differences to make a stronger, greater impact.

Our coaching solutions

Whether it's facilitating safe communication, building leadership skills, or guiding talent through career-life transitions, our customized programs fuel success for your people and your organization.



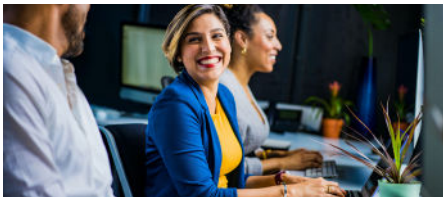
Women in Leadership

Close equity gaps and help more women into leadership positions with an intersectional approach.



Diversity, Equity & Inclusion

Follow a plan grounded in truth to develop an inclusive culture where everyone can thrive and do their best work.



Wellbeing

Support managers with the practical how-to of leading for wellbeing and empower employees to better self-advocate for their own mental wellness.



Diverse Talent

Address the unique needs of under-represented talent and increase understanding of identity, while developing inclusive leadership.



Executive Coaching

Help leaders build high-trust workplaces by unearthing blind spots, addressing self-limiting beliefs, and taking their leadership skills to the next level.



Working Parents & Carers

Help all working parents and carers achieve equal opportunities to improve engagement, connection, and retention.

THE IMPACT ON YOUR ORGANIZATION

Pipeline - Move more diverse candidates into leadership.

Retention - Our clients save \$200M+ in retention.

Performance - Inclusion boosts the bottom line.

Brand - Our clients win coveted employer awards.

THE IMPACT ON YOUR PEOPLE

Influence - Amplify impact and manage up.

Belonging - Forge stronger connections.

Advancement - Achieve professional goals.

Perspective - Leverage diversity for organizational excellence.

MEASURABLE RESULTS

| **5 times greater than average** promotion rate for women at Lloyds Banking Group.

| **42% of women promoted in the first year** of the program at Siemens.

| **17.5% increase in retention** among employees with families at Ernst & Young, saving \$23M in year one.

| **40% of senior positions** filled by high performing women at M&S.

Ready to create a thriving culture of inclusivity within your organization? Let's talk!



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Talking Talent

Building an inclusive world