



## Our Trusted Advisor Approach

As a trusted advisor, our clients can expect that we:

- Are not passive observers
- Question the hiring Committee's composition if it does not adequately reflect diverse representation
- Address and challenge unconscious bias; identify potential barriers to inclusion
- Focus on diverse networks: deep outreach to diverse membership groups and business networks
- Consider the details that challenge the issue. This includes but is not limited mandate description, assessment structure and format, and accessibility
- Employ a range of tools to ensure inclusion and engagement are secured including psychometric assessments such as PROPHET team profiling, extended onboarding, mentoring and coaching
- Develop and deliver programs to contribute towards a diverse executive talent pipeline, internally and externally, including our [#DisruptTheNorm](#) call-to-action campaign