

## DIVERSITY & INCLUSION CAPABILITY STATEMENT

### Our Process

#### **Step One: Understanding our Clients**

The Strategic Consulting Team of LDR Worldwide prides ourselves on understanding the goals of our clients and recognizing how those goals can best be achieved based on the realities of resources, experience, & place-in-time. We start every engagement by trying to understand the culture, the current business realities, and the long-term strategic goals of the organization. As part of our initial needs analysis we are answering the questions: "What is the current state?" and "What is the desired state?"

#### **Step Two: Agile Design**

Following the verification of the needs analysis, we work to build the appropriate strategy for training & development, process improvement and operational support to achieve the goals of the organization. LDR Worldwide utilizes our "building blocks" of content and experience to accelerate the design process. Some of those tools come from our bank of stand-alone programs.\*

#### **Step Three: Delivery**

LDR Worldwide provides end-to-end program management support for the delivery of our services by assigning a dedicated project manager to our client to make it "easy" to implement the Diversity & Inclusion Model. Our team of consultants, coaches and trainers each come with 20+ years of experience in their respective roles and in their focus area.

#### **Step Four: Evaluation**

Strategies that are implemented without clear evaluative processes often result in a limited Return on Investment (ROI). Recognizing this, LDR Worldwide is committed to assuring that all parties start the implementation with the "end in mind" and KPI's are identified upfront with our partners.

### **Diversity & Inclusion Building Blocks**

- Strategic Human Resources Planning:
  - People – Workforce
  - Culture – Workplace
  - Community – Marketplace
- Behavioral Change Mindset Coaching: To change performance outcomes and ultimately well-being, we must take steps to systematically adjust the way we think. Our thoughts determine our results. Change your thoughts, change your results!
- High Performance Teams: Creating & Maximizing High Performance Teams at All Levels Within the Organization
- Core Values & Culture: Consulting Services to Support the Development of a Clear and Compelling Company Vision and Core Values
- Change Leadership: Strategy Development, Consulting and Training in Change Management

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LDR WORLDWIDE is an end-to-end training and performance improvement organization experienced in consulting, designing, coaching, delivering, and managing comprehensive education & training programs.

### **DIFFERENTIATORS**

Guaranteed Behavior Change & Skill Mastery Outcomes  
Boots on the Ground in 50 States and 40+ Countries  
Agile Instructional Design  
Virtual & On-Site Delivery of Services



Member of Plexus Chamber of Commerce for the LGBT Community & Allies



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