



Let's Defy Gravity

ICARUS

CONSULTING & COACHING

BUILDING DIVERSE & INCLUSIVE WORKPLACES

ICARUS CONSULTING believes everyone was meant to fly. That's why we help organizations create and sustain a workplace where every employee feels valued, respected, and believes they can defy gravity. Our clients thrive because:

1. Workgroups with diverse experiences are more creative, productive, and innovative.
2. Inclusive organizations have a competitive advantage in recruiting and retaining employees amid a changing labor force.
3. Teams with a greater diversity of ideas yield more profitable results—increasing your long-term ROI.

DIVERSE WORKFORCES AND INCLUSIVE WORKPLACES WILL SET WINNING COMPANIES APART today and, in the future, attracting them to the very best workers, customers, investors, and suppliers.

That's why Icarus Consulting, a **NATIONAL STRATEGIC MANAGEMENT CONSULTANCY**, has developed a specialized diversity and inclusion (D&I) practice for both private and public organizations. We help leaders understand why developing a diverse and inclusive workplace improves business today and is **CRITICAL TO SUCCESS TOMORROW**—and then we help them achieve it!

We approach D&I initiatives differently. Icarus Consulting combines our organizational development and strategic planning expertise with our unique **PROPRIETARY INTELLIGENCE** of demographic, economic, and cultural mega-trends that are shaping future of work, workers & the workplace.

OUR SECRET SAUCE—Our agile and business-minded team of consultants and their diverse life experiences which enable them to bring a richness to their work and your needs.

THE BOTTOM LINE:

The future of America is multicultural and pluralistic. To be successful tomorrow, companies need to get ready today —

CREATING WORKPLACES WHERE EVERYBODY BELONGS.



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ICARUS CONSULTING 4-D™ APPROACH



1. DISCUSS NEEDS

Every organization has different D&I needs. We partner with our clients to assess their workplace climate to identify their unique situation and challenges in fostering an inclusive culture. We meet with senior leaders to understand goals, evaluate processes and behaviors and practices, conduct research, and implement industry *NEXT* practices.



2. DISCOVER INSIGHTS

We share findings with management and make recommendations based on our extensive experience in D&I. These insights are the foundation for strategic planning and a roadmap to change. Throughout this process, our experts make sure our recommendations align with our clients' unique business goals, values, and strategies.



3. DEVELOP PLANS

Our team works closely with our clients to develop strategies that foster a more diverse and inclusive workplace. These plans range from new D&I roadmaps to leadership training and communications plans. We also help organizations revise and update existing programs based on our own research, experience, and benchmarks.



4. DELIVER RESULTS

We help organizations implement their D&I strategy through consulting and communications support. We develop customized D&I Council training, Executive Communications, BRG/ERG Workshops, D&I Scorecards, Employee Engagement Survey Analysis, D&I Communication Plans, and Multi-cultural Marketing Strategies.

WHY ICARUS?

Strategies

D&I | Recruitment & Retention |
Employee Engagement | Culture
Change | Talent Management
| BRG/ERG Optimization

Programs

BRG Academy™ | D&I Training |
Inclusion Council Bootcamp™
| Group Mentoring



Icarus Consulting is a veteran-owned consulting firm that specializes in helping organizations create inclusive cultures that leverage diversity and inclusion for a competitive advantage. We accomplish this by developing strategies which enable our clients to attract, develop, and retain highly skilled talent from an emerging diverse workforce and, at the same time, enhance the engagement, knowledge, and skill of current employees. Our in-house think tank, the Center for Strategy, Innovations, and Results (CSI), is a nationally recognized for their research on D&I megatrends that will impact work, workers, and the workplace.

