



CTR FACTOR

LEADERSHIP, DIVERSITY & INCLUSION

CREDIBILITY ♦ TRUST ♦ RESPECT

CTR Factor is a leadership, diversity and inclusion (D&I) firm.

Founded in 2009, we are recognized for being leadership, diversity and inclusion experts with real world experience in business, military and non-profit organizations. Due to our industry knowledge, we understand the importance of tailoring and customizing our solutions to fit the needs of our clients. We are not traditional diversity consultants. Our team has C-level experience and has made transformational changes within organizations. We have run billion-dollar P&Ls for Fortune 50 companies, have served in the US Armed Forces, developed start-ups and successful professional leadership non-profits from ground up. This expertise allows us to truly link diversity and inclusion to business imperatives and results.

CTR CENTERS OF EXCELLENCE

A cutting edge think-tank of best practices, benchmarks, case studies and insights

- ✚ WORKFORCE
- ✚ WORKPLACE
- ✚ MARKETPLACE
- ✚ COMMUNITY
- ✚ SUPPLIER

CTR PRACTICES

A collection of solutions that focus on certain constituency, industry, or capability

- | | | |
|--|---|---|
| ✚ CONSTITUENCY-BASED | ✚ INDUSTRY -BASED | ✚ CAPABILITY -BASED |
| <ul style="list-style-type: none">○ Gender○ Generation○ Race/Ethnicity○ Veterans○ LGBT○ Diversely abled | <ul style="list-style-type: none">○ Public Accounting○ Insurance○ Associations○ Retail○ Financial Services○ Healthcare | <ul style="list-style-type: none">○ Leadership○ Best Practices○ D&I Skills○ Digital D&I○ Business Impact○ D&I Assessment |

CTR OFFERINGS

Different vehicles to support the rollout of the solutions within the client organization

- ✚ ASSESSMENT
- ✚ SPEAKING
- ✚ EDUCATION
- ✚ COACHING
- ✚ CONSULTING
- ✚ DIGITAL

CTR SOLUTIONS

A set of discrete topics within a practice that address specific client opportunities and issues.

LEADERSHIP

- ✚ CTR Factor Leadership Series
 - The Science of CTR Factor: How High Is Your Leadership Quotient
 - Improving Your Credibility Quotient By Delivering Results
 - Improving Your Trust Quotient by Building Relationships
 - Improving Your Respect Quotient By Demonstrating Resources
- ✚ CTR Factor Leadership for Non-profit Boards

BEST PRACTICES

- ✚ Talent Management Toolkit Series
 - Best Practices in Minority Recruitment
 - Best Practices in Minority Retention
 - Best Practices in Minority Advancement
- ✚ D&I Impact Area Series
 - Workforce Best Practices
 - Workplace Best Practices
 - Marketplace Best Practices
 - Community Best Practices
 - Supplier Best Practices

D&I SKILLS

- ✚ D&I Skills Training Series
 - Global Cultural Dexterity
 - Managing Unconscious Bias
 - Millennials: The Largest Working Generation
 - Leveraging Gender Diversity In The Workplace
 - Latino & Latina Leadership
 - Coaching, Mentoring, Sponsoring Minorities
 - CTR Factor Leadership for Veterans
- ✚ Certificate of Leadership in D&I
- ✚ Certificate of Leadership in ERGs

DIGITAL D&I

- ✚ Online Collaboration Platform (QuantumFly)
- ✚ Diversity Network App (QuantumTouch)
- ✚ M-Learning Micro-Modules
- ✚ E-learning & Webinar Series
- ✚ Diversity Podcasts, Videos, Movies Series
- ✚ Diversity E-books and Web Articles Series

BUSINESS IMPACT

- ✚ The Business Case for D&I
- ✚ From Diversity to Inclusion to Performance
- ✚ Environment Transformation Program
- ✚ ERG to BRG Transformation
- ✚ ERG Best Practices, Benchmarks, Case Studies
- ✚ D&I/ERG Scorecards & Metrics

D&I ASSESSMENT

- ✚ Intercultural Development Inventory (IDI)
- ✚ Intercultural Conflict Style Assessment (ICS)
- ✚ Implicit Association Testing (IAT)
- ✚ D&I Environment Assessment
- ✚ ERG Assessment
- ✚ CTR Factor Leadership Assessment