

Our Projects

We pride ourselves on being responsive to client needs and to being a trusted partner in your organization's diversity and inclusion journey. We recognize that practices that work in one company may not work in another, so we work with each to develop tailored solutions.

Examples of Projects Delivered:

- D&I strategy and implementation phasing
- D&I metrics dashboard design
- Accountability framework
- Root cause analysis and focus groups
- Pay equity analysis
- Executive education sessions
- Unconscious bias change strategy & education
- D&I brand definition and supporting key messages
- Employee resource group design and launch
- Blueprints for embedding inclusion in core HR and talent processes

About Exponential Talent

Exponential Talent LLC is a high-growth, boutique consulting firm specializing in gender and diversity strategy development and implementation. Our mission is to help organizations everywhere become more inclusive workplaces where everyone can do extraordinary work.

Founded in 2012, our firm is multi-dimensional, blending management consulting and academic research experience. Our ability to combine powerful research and analytics with flawless execution enables us to offer our clients unique, evidence-based solutions.

Molly Anderson, Founder and President, is co-author of the bestseller *The Corporate Lattice: Achieving High Performance in the Changing World of Work* (Harvard Business Review Press, 2010) and holds a patent for Mass Career Customization®. Molly is an authority on diversity & inclusion, workforce strategy, and talent management and she has more than 25 years of management consulting experience. Previously Molly was director of talent innovation and strategy for Deloitte Services LP and she also directed the women's initiative for Deloitte's 50,000-person organization.

Caroline Simard, Ph.D., Co-Leader, is also Research Director at the [Clayman Institute for Gender Research](#) at Stanford University, leading cutting-edge research designed to build more effective and inclusive organizations. Previously, she was Associate Director of Diversity and Leadership at the Stanford School of Medicine and Vice President of Research and Executive Programs at the Anita Borg Institute (ABI) for Women and Technology.

Our Services and Approach

From targeted efforts to major transformations, our services are tailored to meet the unique needs of each client. We provide consulting, education and coaching services:

- *Consulting services* include diversity and inclusion and talent management services such as strategy development, analytics and metrics, research-based best practices, program design, and communications and brand development.
- *Education services* include building the business case for diversity and inclusion, disrupting unconscious bias, leveraging accountability and metrics, creating diversity and inclusion strategic plans, and engaging male allies. Education services may be fully integrated with consulting services to deliver an overall program of organizational change or they can be offered stand alone.
- *Coaching and advisory services* focus on the development and advancement of diverse talent through a coaching process that equips individuals to navigate bias dynamics and create new models of leadership success.

To learn more about our firm, we invite you to visit our website at exponentialtalent.com and to explore our available [Resources](#) and featured [Case Studies](#).