



# Equity, Diversity & Inclusion Solutions

Developing collaborative leaders to champion systemic change

## Creating Ecosystem Leaders

The complexity of implementing Equity, Diversity & Inclusion (ED&I) strategies requires leaders capable of tackling systemic and structural change with an Ecosystem Mindset.

**Envision A New Future.** Leaders have the platform to ignite dialogue that leads to meaningful change. ED&I leaders take the time to discover and absorb from others to create a shared vision of the future.

**Align Diverse Stakeholders.** To advocate for change, ED&I leaders actively seek connections with diverse stakeholders, take steps to foster trust, and demonstrate respect for varied experiences and perspectives.

**Manage Obstacles & Boundaries.** ED&I leaders support constructive conflict by keeping an open mind, disagreeing respectfully, and tirelessly seeking common ground.

**Act and Learn.** ED&I leaders cultivate a broader sense of belonging, starting with recognition of how current organizational practices contribute to systemic inequities and then shift practices for positive change.

## ED&I Services

- **Diversity Dialogues/Listening Circles:** Our faculty offer leaders, teams, and organizations facilitated open discussions on diversity and further meaningful conversations to promote lasting change.
- **ED&I Assessment & Coaching:** We use researched and proven diagnostics to help leaders understand where they are on their ED&I journey, provide coaching to explore leaders' beliefs, and facilitate actions to support ED&I initiatives.
- **ED&I Culture Shaping:** We work with organizations to incorporate ED&I into their culture, which starts with a recruitment strategy for attracting a more diverse pool of candidates — and building a robust talent pipeline to develop, mentor, retain, and sponsor diverse leaders and employees at all levels.
- **ED&I Leadership Academies:** We design and deliver high impact development programs for cohorts of underrepresented talent that incorporate the role of sponsorship as an effective way to elevate diverse talent.

# ED&I Solutions

## Our ED&I Faculty

TLD Group's cadre of coaches, consultants, and organizational development experts have a depth of experience in matters of equity, diversity, and inclusion, as well as facilitation of systemic and cultural change. Our client relationship team works diligently to pair an organization with the right expert to meet their goals.

## Why Choose TLD Group?

- 1. Global Health Ecosystem Vantage Point.** We have a global network of highly experienced faculty with deep expertise across the health industry creating ED&I solutions.
- 2. High Impact.** We have a proven track record of designing and implementing solutions aimed at retaining, developing, and advancing underrepresented talent.
- 3. We have Breadth and Depth.** With experts in every area of talent and organizational development worldwide, we help our clients envision, design, and build a truly inclusive organization.
- 4. We Meet you Wherever you are.** Whether you are just starting out or have been focusing on ED&I for years, we can assist you in taking the next step in your ED&I journey.



*"I was very impressed by the level of engagement and commitment of our leaders during our work with TLD Group. The program mobilized leaders to have a more system-wide view, work to solve high priority system issues, and obtain input and buy-in from key stakeholders. The program has set the stage for stronger collaboration going forward."*

**David Shulkin, MD**  
Former US Secretary of the Dept. of Veterans Affairs & President of Morristown Medical Center

*"With the help of The Leadership Development Group, we were able to shift from a reactive succession planning process (replacement-focused) to a proactive future-oriented process with the intent to build a pool of leaders who have future-oriented competencies to lead the organization in any job. We are thoughtfully building talent to be positioned for future success."*

**Audrey Weiner, PhD**  
President and CEO  
The New Jewish Home

*"The team at TLD Group are consummate professionals who bring to coaching and leadership development a unique and valuable perspective on what works across the healthcare ecosystem. TLD Group has conducted valuable research on the new leadership competencies needed in this new era of healthcare reform, integration, and uncertainty. As coaching professionals, TLD Group's integrity and grace has earned the organization the trust of physicians and non-clinical executives alike."*

**Francine Gaillour MD, MBA, FACPE**  
Executive Director  
Physician Coaching Institute

## About Us

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, and payer sectors. Our solutions include executive and physician leadership assessment and coaching, organizational development consulting, a speaker's bureau, and group leadership development programs including our coveted Applied Physician Leadership Academy® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for success.

## For more information contact:

Tracy Duberman, PhD, President & CEO  
The Leadership Development Group  
973.722.4480  
tduberman@tldgroupinc.com  
www.tldgroupinc.com

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Innovative Solutions. Impactful Results.