

THE CARDINAL GROUP
BUILDING HIGH-PERFORMING TEAMS

IMPACTING THE POWER OF THE CHANGING WORKPLACE

UNIVERSITY OF
LOUISVILLE®



Diversity and inclusion are inherent parts of every team in every organization, stemming from differences in race, gender, religious and political beliefs, age, sexual orientation, disability status and more. These variations in identity can be a challenge for business leaders, but in a globalizing world where broad perspectives are key, it is also extremely powerful. At The Cardinal Group, we're ready to show you how to impact this power and turn it into unprecedented output.

OUR CONSULTING SERVICES OFFER:

- DIVERSITY AND INCLUSION AUDITS
- SPECIALIZED TRAINING
- ONGOING SUPPORT

We're here to help you make positive and enlightening change that will maximize your team's innovative capabilities and help you achieve better results.



The University of Louisville is an equal opportunity institution and does not discriminate against persons on the basis of race, age, religion, sex, disability, color, sexual orientation, national origin or veteran status.

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Diversity and inclusion are not just buzzwords; they are critical for innovation and success.

SUNDAR PICHAI
CEO of Alphabet Inc. (Google)



WHAT DIVERSITY AND INCLUSION CAN DO FOR YOU



Study after study have shown that diverse organizations meet their goals more effectively and creatively.

Major companies such as Hilton, Comcast NBC Universal, Publix Super Markets, Cisco and Progressive Insurance are within the Top 10 Best Workplaces for Diversity, and are exemplifying how to leverage the strength of difference into returns (*Fortune and Great Places to Work*). It's time for your company to reap the benefits of equity, diversity and inclusion.

DIVERSITY IS A PROVEN WAY FOR BUSINESSES TO:

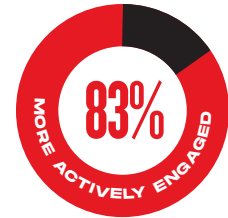
- › Increase financial performance
- › Boost employee morale and retention
- › Foster ideas and innovation
- › Attract a wider talent pool
- › Expand company skill sets
- › Develop socially responsible organizations
- › Improve customer service
- › Enhance global relevancy



Inclusive teams make better business decisions 87% of the time
(Cloverpop)



Diverse management teams produce 19% higher revenue
(Boston Consulting Group)



83% of millennials are more actively engaged in an inclusive company
(Deloitte)



ABOUT THE CARDINAL GROUP

The Cardinal Group is based out of a preeminent think tank for diversity practices. We create action plans to assist you in meeting your goals, while also assessing your company's progress and helping you understand its growth. All of our methods are grounded in data, models and statistics. We conduct, analyze and implement research into tangible and innovative solutions for corporations and businesses.

Our relationship with you is one of a partnership. All fees derived from services performed by The Cardinal Group will be used to fund diversity, inclusion and equity programs at the University of Louisville. With your help, the next generation of leaders will grow; and with our services, your teams will continue to flourish for long into the future-leading to the long-term success of your organization.

OUR SERVICES

The Cardinal Group takes a holistic approach to creating high-performing teams within your organization. We are guided by your goals and needs and our methods are backed by individualized data and research. Our process involves three main tenants that allow us to support you effectively in the present and far into the future.

DIVERSITY AUDIT

Our experts at The Cardinal Group will perform research on your company's culture and current performance. We utilize data analytics to provide informative insights that support the formulation of plans, practices and policies that add value to the organization. We will generate a transparent report that will serve as a baseline as we discuss your goals and our recommendations.

BUILDING HIGH PERFORMING TEAMS

We provide a comprehensive selection of workshops that cultivate an understanding of diversity in the workplace for both employees and the leadership team. These offerings include a pre- and post-workshop Intercultural Development Inventory assessment of your employee's engagement with diversity and equity, detailed presentations and individual and team building exercises.

CONTINUED PARTNERSHIP

We are available for subsequent coaching and training as needed. We will also send you our monthly resources newsletter and include you on our Diversity Partners network so you can connect with other likeminded organizations. We also work with your employee resource groups to foster a collaborative and inclusive environment within your organization.





OUR PROCESS

01 CONTACT US:

Reach out to our experts at The Cardinal Group for a free initial meeting to begin dialogue. You'll be taking the first step to make a change in your company.

02 DIVERSITY AND INCLUSION AUDIT:

We will schedule a Diversity and Inclusion Audit at your organization and then release a report to you which will provide quantitative and qualitative information. You'll have research at your fingertips to make critical decisions for how to improve your organization.

03 SPECIFIC GOAL SETTING:

We will confer with you about your own goals and then provide personalized recommendations from an extensive menu of motivating in-person and online programs that your company can participate in.

04 DIVERSITY AND INCLUSION EDUCATION AND TRAINING:

Your organization will engage with your chosen workshops and gain the skills and tools needed to optimize your productivity.

05 FURTHER PARTNERSHIP:

We will provide follow-up assistance and connect you with resources as your needs shift and change, so you'll always see growth in your organization.



CONTACT US

At the heart of The Cardinal Group is the same group of individuals who have elevated the University of Louisville Diversity and Equity division to a national leader in diversity work. Winners of the Higher Education Excellence in Diversity (HEED) Award for 10 consecutive years and also recognized as a Diversity Champion for the last three years, our staff members possess unique skillsets that allow

our team to tackle all aspects of your diversity and inclusion needs, from running analytics, to advising executives, to facilitating conversations between disparate groups, to fostering a sense of inclusivity for all employees, to training groups of all sizes on how to become more effective teams. With our thorough and incisive assistance you will see vital change take place at your organization.

GET IN TOUCH

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To begin growing your workplace to new heights, please contact The Cardinal Group.