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## STATEMENT OF CAPABILITIES

### Cultural Competency, Diversity and Inclusion

**The Kolbe Company** ignites inclusion. Our team of consultants from across the USA is knowledgeable and skilled in cultural competency, diversity and inclusion.

We specialize in conducting effective collaborative meetings with multiple sector and stakeholder interests to achieve results. Our services include: Diversity and Inclusion organization assessments, human-centered design sessions, accelerated action planning, feedback assistance roundtables, collaborative public policy development and problem solving.

We use and teach the Technology of Participation (ToP®) collaborative methodology to foster employee engagement and commitment. These methodologies are used across a variety of industries, organizations, and cultures. We help work through sticky issues, remove barriers and help build inclusive cultures to drive positive change.

#### Key Differentiators:

- **Perspective:** We incorporate recent research, key neuroscience findings, and skill building for managers and employees.
- **People:** Our consultants are Master Professional Facilitators, each with 10-20 years' experience in managing organization cultural change worldwide.
- **Powerful Tools:** ToP® collaboration methods focus on achieving critical results.
- **Programs:** Our flexible program modules can be adapted to ensure relevance.

#### Past Performance Examples:

##### **Creating an Inclusive Workplace: California Franchise Tax Board**

Designed, facilitated and implemented a "Managing Workforce Diversity Program" for the largest state agency in the US with \$40B+ in annual revenues. We trained 15 agency facilitators to deliver the program to five thousand employees.

##### **Diversity and Inclusion in Recruitment: Sandia National Laboratories**

Designed and facilitated a five-year vision session with 80 staff to enhance Diversity and Inclusion efforts across key programs.

##### **Developing an Inclusive Environment for Employees: ExxonMobil**

Operating globally, ExxonMobil sought to develop a core diversity curriculum for employees, supervisors, and managers. We facilitated consensus and action planning sessions with learning leaders and business managers to design a modular workshop incorporating a consistent, global approach to inclusion and diversity while ensuring that cultural, regional, and business-specific issues were addressed.

#### Clients Include:

Bastyr University  
British Petroleum Corporation  
Council of Energy Resource Tribes  
European Union Translation System  
Norwegian Save the Children  
Public Engagement & Civic Empowerment, Ukraine  
Sacramento Mutual Housing