

# CAPABILITIES STATEMENT

## DIFFERENTIATORS

We are a nimble organization, leveraging internal skills and proficiency along with a network of expert practitioners to deliver education, service opportunities, and organizational change. Our approach is rooted in an understanding that equity is a leadership issue that drives our commitment to inclusion across race, gender, age, religion, identity, and experience. We provide the programming, trainings and experiential learning that strong and engaged leaders need to address disparities and embark on the work it will take to eliminate them.

## CORE COMPETENCIES

- Racial equity & anti-racism training
- Diversity and equity educational programs
- Corporate Social Responsibility (CSR) strategy
- Leadership capacity building programs
- Organizational surveys and assessments
- Launching DEI initiatives
- Establishing high-performing diversity and CSR councils/committees
- Managed services
- Change management and facilitation support
- Facilitating conversations surrounding diversity, equity, and inclusion

## PAST CLIENTS & PARTNERS



## PAST PERFORMANCES



**Completed a race equity assessment** for an 800-person company that resulted in a comprehensive training plan and the development of a DEI committee.



**Launched virtual town hall** conversation for organizations to discuss race and racism; first town hall had an attendance of 250 people.



**Created eight-month program** for companies to examine the systemic beliefs, practices, and policies that have perpetuated racial inequities. The program has provided more than a dozen companies with the awareness, skills, and structures needed to identify and implement practices that lead to racially equitable outcomes.



**Manages more than twenty-five (25) corporate service opportunities** for clients annually.

For more than thirty years, **Leadership Montgomery** has worked closely with leaders who represent all industries and sectors. At one point or another, they have all shared the desire to develop organizational talent through professional development in order to build well-rounded and engaged employees and establish a strong talent pipeline. Because we have crafted our leadership programs to include quality professional development elements, we decided to launch a complete series of trainings to connect companies to a variety of skills and opportunities that can help to build effective and engaged employees. Our history and reputation give us access to the best experts in the field and, when combined with our passion for leadership, allows us to offer second-to-none training to individuals and organizations in the region.