



## A Sampling From Continuum Consulting's Client Roster

- GlaxoSmithKline
- Blue Cross Blue Shield
- Biogen Idec
- American Social Health Association
- Copernicus Group IRB
- IBM
- Novartis
- Duke University
- First Citizens Bank
- Regency Housing
- Shelby Energy Division
- North Carolina Energy Division
- Research Triangle Institute
- American Association of Endodontists
- University of North Carolina – Chapel Hill
- Self-Help Credit Union
- City of Raleigh, North Carolina
- Whole Foods Market

the  
**POWER**  
of Inclusion

*Optimizing the energy of an engaged workforce*

### Achieving Extraordinary Results: Client Testimonials

*"The team building exercises not only build trust and confidence, it fostered team development and personal growth. We learned the value of leadership, problem solving, communication and the importance of coming together as a team."*

- Regional Vice President, Campbell Soup Company



*"I just got promoted! Thanks for the coaching!"*

- Continuum Coachee, GlaxoSmithKline



*"Diversity is such a loaded issue. I came here today fully intending to not say a word. But you made the topic so open, non-judgmental and intelligent, it shifted my mindset about how we can creatively handle situations regarding diversity."*

- Continuum Participant – Biogen Idec



**CONTINUUM**  
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## Our Philosophy

***We bring a new approach to moving beyond traditional diversity methods and models.***

***We partner with clients to develop and integrate a sustainable culture of inclusion and engagement —***

***— cultures that invite everyone to the table so that the unique contribution of each individual is leveraged and appreciated.***

## Our Approach

### Cultural Audits and Assessments

- Surveys
- Scorecards
- Focus Groups / Interviews

### Changing Behavior Through Training

- Performance Management for Diverse Workforces
- Awareness and Dialogue
- Communication Styles
- Navigating Cultural Value Differences
- Building Inter-cultural and Inclusive Teams
- Dealing with Conflict in a Diverse Environment
- Working with Generations: X, Y, Z & Next

### Systems Analysis and Change

- Attracting, Retaining and Developing Talent
- Developing and Leveraging “Inclusion” Councils
- On-Boarding – New Hire Assimilation
- Developing and Mentoring a Diverse Workforce
- Mastering Inclusive Communication

### Long-term Client Partnerships

We take a whole system approach to integrating the “Power of Inclusion” into your organization so that it is impactful and sustainable.

- Periodic Visits / Check in
- Updated Information and Research
- Measurement, Evaluation Analysis and Recommendations
- Ongoing Coaching and Feedback

## Organizational Benefits of an Inclusive Culture:

- Increase Problem Solving and Innovation
- Increase Productivity
- Leverage Changing Markets and Customers
- Attract, Develop and Maintain an Inclusive Workforce
- Build High Performing and Inclusive Teams
- Integrate Inclusive Strategies into your HR Systems
- Improve your Bottom Line



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