

Human Capital Management

- Individual and Group Career Coaching
- Individual Mentoring
- Talent pipeline building, sourcing and connections
- Organizational Design
- Strategic Planning & Execution

Leadership Training

- Teambuilding
- Building & Sustaining High Performing Teams
- Performance Management
- Communication and Collaboration
- Workforce Readiness For Job Seekers

Diversity, Equity, Inclusion and Belonging

- Diverse Talent Connector/Relationship Facilitator
- Strategy/Program design and execution
- Unconscious/Implicit Bias and Cultural Competence
- Leveraging Employee Resource Groups
- Systemic/Institutional Racism

Board Development

- Candidate identification
- New member on-boarding
- Teambuilding
- Strategic planning

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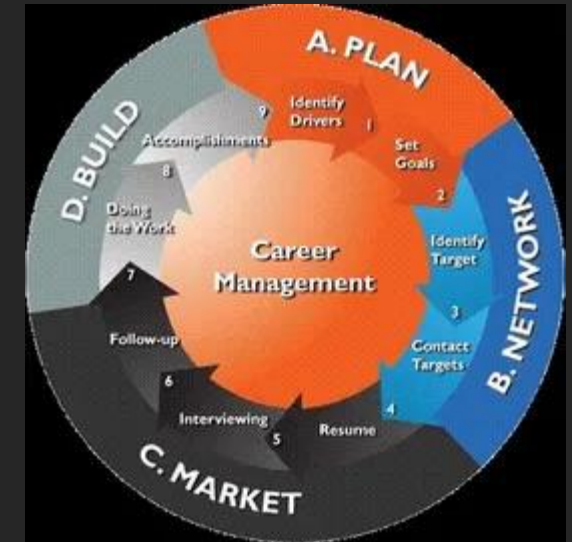
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Customer Engagement Methodology



Our approach is highly tailored and includes:

- Engage to understand goals/needs
- Design support for:
 - Development Plans
 - Leadership Development Programs (early, mid career, and senior levels),
 - Career coaching
 - Overcoming Performance Issues



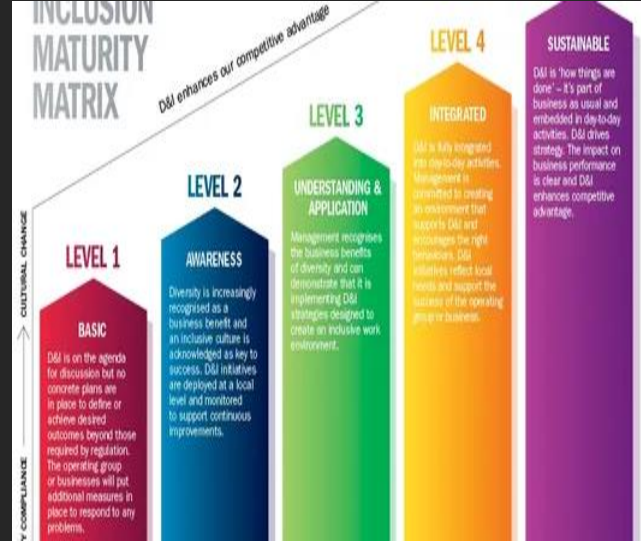
With job seekers our services include:

- Engage to understand goals/needs
- Design Support For Employer Targets
- Strengthen Networks and Networking
- Provide understanding of the job marketplace



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Customer Engagement Methodology



Our D&I offerings are designed to help organizations achieve sustainable change:

- Strategy design and execution
- Assessment of current state
- Provide insights, data, trends and best practices
- Building effective Employee Resource Groups
- Chartering D&I Councils
- Mentoring (group & individual)

Our Human Capital Management offerings include:

- Engage organization leadership to understand Human Capital Management goals/needs.
- Build alignment to drive organization performance
- Build development plans
- Facilitate milestone check-ins

Customer Engagement Methodology



Our D&I training includes but is not limited to:

- Unconscious/Implicit Bias training
- Teambuilding
- Cultural Competence
- Leadership Development (early, mid career and senior levels)
- Connecting leaders to experienced diverse talent
- Speed Networking



Participant Testimonial

I had the pleasure of attending the Unconscious Bias breakout session at the CADCA Forum. I could have listened to Michael all day as he was hands down the best presenter I attended throughout the forum. I was very interested in the topic and learning more! The activities, videos and discussion were very beneficial and thought provoking. I plan to share the information I learned back at home with my team!

Tessa Willie
Prevention Services Director
Decorah, IA



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