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Integrity Development is a full-service management consultancy providing customized employee development solutions to help organizations achieve a competitive advantage. We serve clients at every level of their organization, whether as a trusted adviser to senior management, or as a hands-on coach for front line employees. Drawing from the seasoned expertise of our consultants, we deliver practical and enduring results, and equip our clients to grow and lead.

Eric Ellis is President and CEO of Integrity Development Corp. Since 1991, his firm has served businesses, law enforcement agencies, and organizations by building cultures where Diversity, Inclusion and Respect flourish which drives business results. One of our nation's leading strategists on Diversity & Inclusion, Eric and his firm have won numerous awards, including the State of Ohio's Minority Business of the Year in 2015, and the 2016 NAACP President's award. The Cincinnati Enquirer recently named Eric, "Cincinnati's Diversity Fixer." He has authored the book, Diversity Conversations, and co-hosts a weekly radio talk show of the same name at www.1320thevoice.com

Training Courses Include:

Building an Effective Inclusion Strategy

Inclusive organizations deliver better overall business success and are proven to deliver greater innovation and economic returns. Inclusive organizations are realized through intentional actions and strategies. The most effective inclusion strategies include the following 4 pillars: Establishing a Strong Foundation., Developing Effective Internal Structures, Strengthening Meaningful External Structures., Develop Measurable Business Results.

Foundational Webinars/ Instructor led Training

1. Overview of Inclusive Workplaces. Empathic Listening Skills.
2. The cost of exclusion, and benefits of inclusive workplaces.
3. Key Skills to Recognize and Reduce Implicit Bias. Embracing Disruptive Curiosity.
4. Becoming a Diversity Critical Thinker.
5. Building your CORE: The 3 C's of Respect.
6. Becoming Measurably Inclusive.
7. Organization-specific webinars focused on leveraging inclusion strategies and skills to meet or exceed the business objectives/ mission.

Inclusion Solutions

Additional Webinars

- Leveraging Inclusion to achieve innovation in products, services, systems, and processes.
- Developing People-Centered Workplaces.
- Developing Inclusive Teams.
- Reducing Implicit Bias in the Recruitment Process.
- Recognizing and Reducing Implicit Bias Talent Management

Inclusion Executive Coaching Support

- Collaborative Pairs Coaching for Supervisors and direct reports.
- Individual Inclusive Leadership Coaching.
- Inclusion Self-Development Coaching for Employees.

Inclusion Assessments & Tools

- Inclusion Organizational Assessment.
- Respect & Performance RAP Individual weekly pulse survey.
- Collaborative Self-Directed Coaching Tool.
- Reducing Implicit Bias through Performance Calibration.

Clients Served

