

BUILDING AN INCLUSIVE, HIGH-PERFORMING TEAM



ABOUT DIVERSITY, INCLUSION, AND TEAMS

Diversity is an inherent part of every team in every organization, stemming from differences in race, gender, religious and political beliefs, age, sexual orientation, disability status, and more. The inclusion of these variations in identity within your team can be perceived as a challenge for some business leaders, but in a globalizing world where broad perspectives are key, it is also extremely powerful. At The Houston Group, we're ready to show you how to identify this power and develop it into an unprecedented output.

Our consulting services offer diversity audits, specialized training, and ongoing support that will help your organization thrive in a competitive economy. We're here to help you make positive, effective, and enlightening change that will maximize your team's innovative capabilities and help you achieve desired results.



**THE
HOUSTON
GROUP**



Studies have shown that diverse and inclusive organizations meet their goals more effectively and creatively.

INCLUSIVE TEAMS DEVELOP DESIREABLE PROFESSIONALS

Teams with an emphasis on diversity and inclusion are proven ways for businesses to:

- Increase financial performance
- Foster ideas and innovation
- Expand company skill sets
- Improve customer service
- Boost employee morale and retention
- Attract a wider talent pool
- Develop socially responsible organizations
- Enhance global relevancy

ABOUT THE HOUSTON GROUP

The Houston Group, named for **Charles H. Houston** who fought for social justice and change, is based out of a preeminent think tank for diversity practices. We create action plans to assist you in meeting your goals, while also assessing your company's progress and helping you understand its growth. All of our methods are grounded in data, models, and statistics. We conduct, analyze, and implement research into tangible and innovative solutions for corporations and businesses.

"When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization."

— Pat Wadors, Chief Talent Officer at ServiceNow



OUR APPROACH TO THE WORK & PROCESS

The Houston Group takes a holistic approach to creating high-performing teams within your organization. We are guided by your goals and needs, and our methods are backed by individualized data and research. Our process involves five main tenants that allows us to support you effectively in the present and far into the future:

Our Process

DIVERSITY AUDIT

EDUCATION & TRAINING

ORGANIZATIONAL DEVELOPMENT

COGNITIVE DIVERSITY

CONTINUED PARTNERSHIP

OUR RELATIONSHIP WITH YOUR COMPANY

Our relationship with you is one of a **partnership**. The Houston Group will be using all fees to fund diversity, equity, and inclusion programs at Clemson University and within the local community. With your help, the next generation of leaders will grow; and with our services, your teams will continue to flourish for long into the future—leading to the long-term success of your organization.

NEXT STEPS

Reach out to our experts at The Houston Group for an initial discovery meeting to begin a dialogue. You'll be taking the first step to make a change in your company.

To begin growing your workplace to new heights, please contact The Houston Group:

(864) 656-4238
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clemson.edu/inclusion

