

The Extra Mile

Empowering an Inclusive Mindset to
Ensure the Retention of Diverse Talent

The Nashville office of Stanton Chase goes **The Extra Mile** to address the challenges of supporting inclusion when integrating diverse talent into your leadership team.

To improve the long-term viability of diverse placements, Stanton Chase now partners with your stakeholders to leverage the strengths of your team and secure a successful assimilation.

"The Extra Mile" program reflects our historically strong commitment to diversity, and will be implemented with every diverse placement – at no additional cost.



• Day One: Onboarding

We will work with the new leader and manager to assure a complete understanding of the established short-term, mid-range and long-term goals and objectives. We also provide managers with a behavioral-based coaching plan, empowering them to understand the needs and motivations of their new leader, and preparing them to establish an effective relationship.

• Day 60: Differences to Watch

After we have facilitated a Birkman® Assessment for both the manager and new leader, we meet as a team to review the collective behavioral motivations and interests, evaluating where they are aligned and identifying any differences to watch.

• Day 120: Team Based Birkman Review

Through this team-based discovery that includes exploring the team's outward behaviors and inward motivations, meaningful insights are revealed, which enables the team to appreciate and communicate their respective strengths. This sense of mutual understanding is key to building collaborative success.

• Day 180: 360° Assessment

To measure the progress against the established objectives, we will work with the manager and new leader to assess and update the plan to drive towards completing the assimilation process, based upon the findings provided in this multi-dimensional feedback mechanism.

We help organizations make their most important decisions – hiring their senior leadership. By going **The Extra Mile** for diversity & inclusion, we enable these leaders to maximize their impact and organizational profitability.