





GET TO KNOW US

Since 2015, I've been wholly committed to helping organizations break through the obstacles and barriers that keep them from being truly diverse, equitable and inclusive.

My goal and wish is for every organization that I engage with to enable their employees to feel:

- Psychologically Safe
- Valued
- Accepted, and
- Equal...every single day

THE WORKFORCE

That the workforce is not only setup to succeed, but feel empowered to bring their whole selves to the workplace and truly THRIVE.



DIVERSITY

- DEI Strategy Development
- ERG Development/Launch
- DEI Audits (holistic)
- Selection/Hiring/Developing DEI Officer
- Communication Plans
- Diverse Talent Recruitment
- DEI Overview Training
- DEI Micro-learning
- DEI Transformation (1 year)

HUMAN RESOURCES

- Fractional HR Support
- Recruitment
- Compensation Analysis
- HRIS and ATS System Implementation
- Performance
- Reward/Recognition Strategy
- Recruitment Marketing

TRANSFORMATION

- Remote Work Strategy Creation
- Culture Analysis and Transformation
- Organizational Design
- Leadership Development (LeadME)
- Change Management

 **OUR APPROACH****ANALYSIS**

The first step in creating sustainable organizational culture change begins with analysis. Our cultural assessment contemplates:

- Why is DEI important for our organization?
- What are the barriers to being truly equitable and inclusive?
- Where do we think the initial focus should be?
- How do we make optimal impact?

STRATEGY

Our company offers a strategic approach to your DEI program for success.

More than a single lane solution to a multifaceted problem, we offer a holistic strategy that addresses the concerns opportunities at hand while tying the efforts to your organization's overarching business goals. This is critical for your DEI program to have real impact and create sustainable change.

IMPLEMENTATION

After we settle on the strategic approach to address the opportunities for improvement, JD Consults gets to work with your organization through:

- Enterprise communications for the initiatives
- Leadership workshops
- Staff trainings
- Developing employer-sponsored DE&I awareness events
- Help with restructuring policies and processes

MEET THE FOUNDERS



JOHN CARLSON- CEO

John (he/him/his) is an HR and DEI expert and executive coach who has worked with some of the top organizations and leaders in the world, helping to analyze their business and create/revamp their D&I and culture programs.

John believes that the key to success in embedding D&I into the fabric of an organization is through education and creating a culture of calling people in instead of the need to call people out.



**S. MICHAEL BRANCHER-
CCO**

S. Michael is the creative force that drives The BranchHR.

Whether it is customizing client proposals, designing PowerPoints, or directing videos our clients are always in very capable hands and love the final product.

"L'ignoransa xe la mare de la miseria e de la cativeria"
(Ignorance is the mother of misery and malice)

TESTIMONIALS



"I've had the pleasure to know and work alongside John on DEI-related projects/initiatives. Truly committed to improving organizations top to bottom, he approaches DEI from a holistic perspective. He moves from determining the company culture as it exists, to helping them see how to improve and then aiding in its transformation. For this important work, John brings his whole heart, vast experience and intellect, and infectious laugh that is truly engaging and puts you at ease. I couldn't be more proud to recommend him and to work with him each chance I get."

- Yvonne Alston- Indellible Impressions



"Companies that are unable to meet these challenges have far more to lose than they did a few months ago. Companies that aren't able to solve these people-centric challenges — and thus DE&I challenges — won't survive. John Carlson has demonstrated technical skills that are adaptable, cost-efficient, and focused on solving the problems employees are experiencing now. He is passionate and understands that treating DE&I as a bundle of issues to address with one-size-fits-all company-wide initiatives is not sustainable. He has demonstrated that ability to get granular and focus on solving specific challenges."

- Sejal Thakkar- TrainXtra



DIVERSITY | LEADERSHIP | HR

Talent wants to work for an organization where they can bring their full self to the workplace; not leave pieces of themselves at the door to fit in. Employees want to see representation of their ethnicities, genders and abilities in all levels of the organization

AS FEATURED IN





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CONNECT WITH ME

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nlgcc
Certified LGBTBE

