

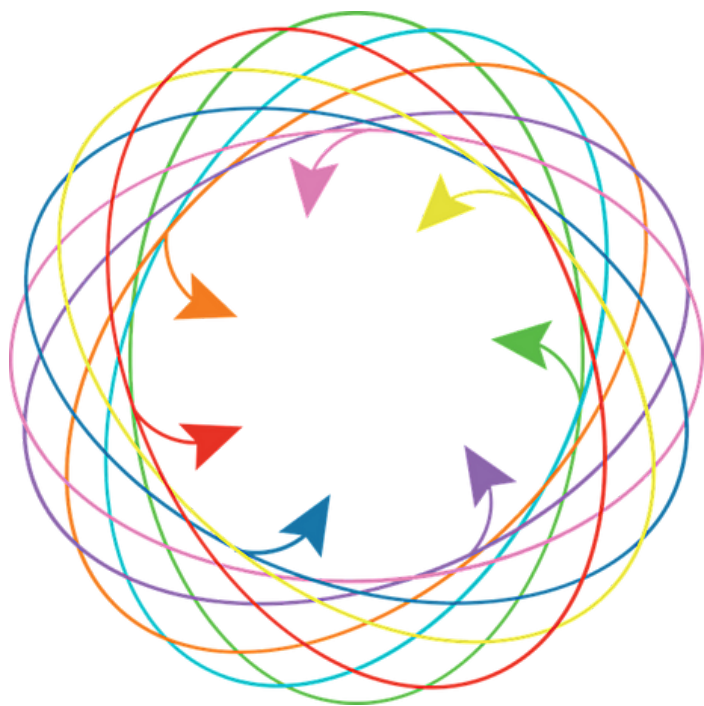


WHO WE ARE

We help organizations reach their goals around diversity and inclusion. The way we do that is by using a systems approach to identify starting points and concrete actions that promote greater equity and belonging for all employees. Our clients seek to build, develop, and fine-tune their diversity, and inclusion strategy by leveraging our Diversity and Inclusion roadmap programs that deconstruct these complex topics into concrete actions that facilitate immediate and sustainable change.



Dennis John, MBA, PhD
Founder | CEO



WHAT WE DO

At Without Exception, we **Apply Systems Thinking** to understand your areas of strength and opportunities for growth. Together, we'll identify simple, elegant practices that are sustainable, drive immediate change, and align with your diversity and inclusion goals.

We create **Organizational Learning Experiences** on a range of D&I and Leadership Development topics:

- Unconscious bias • Microaggressions • Self-awareness
- Understanding Our Blind Spots • Identity Mapping
- Communicating with Impact • Building influence skills
- Conflict Resolution • Giving/Receiving Feedback

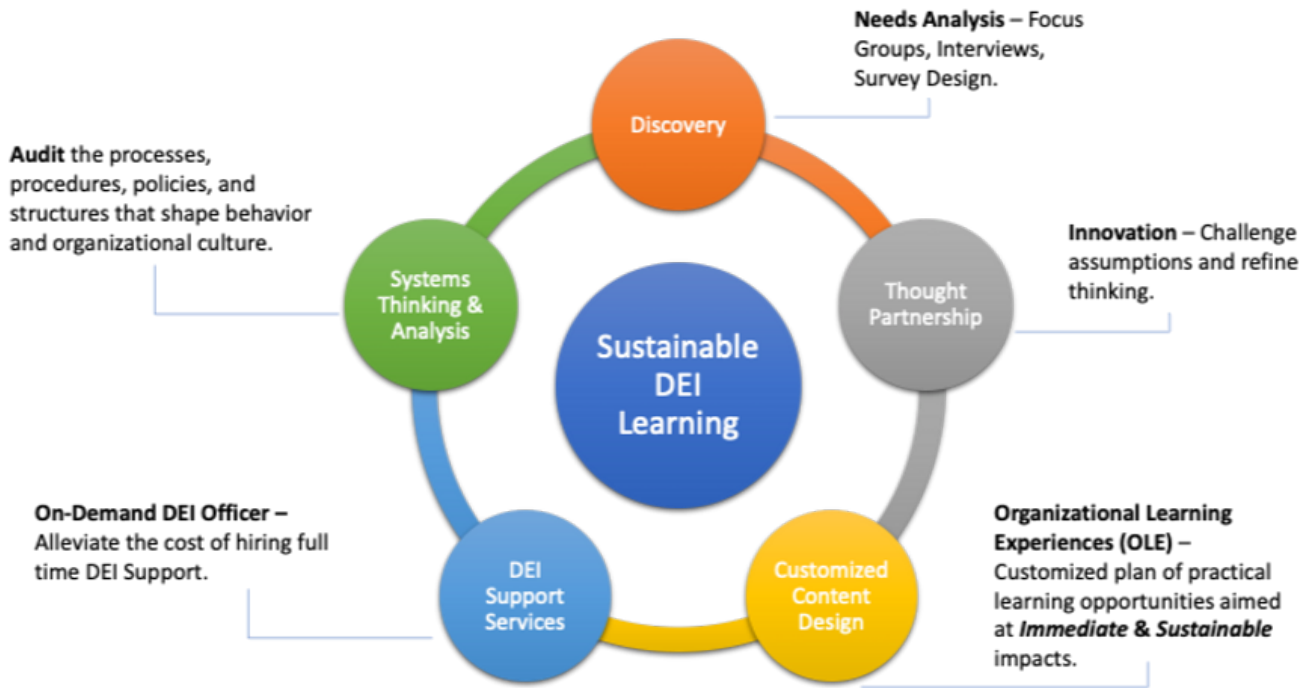
WE'LL MEET YOU WHERE YOU'RE AT.

We also recognize that every diversity and inclusion path is different. So whether you need a **Thought Partner** to challenge your ideas and provoke creative thinking, require **Content Experts** to design D&I experiences that make sense for your organization, or need an **on-demand D&I Officer** to design, lead, and implement organization-wide initiatives to alleviate the need to hire full-time support, we have the knowledge, resources, and service flexibility to meet you where you're at.

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WHAT WE OFFER.



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