

DiCaro Consulting

DiCaro, a diversified consultancy, has extensive real world experience in the Lesbian, Gay, Bisexual, Transgender and Gender Queer (LGBTQ) communities. Nikki DiCaro, Founder and CEO, is a subject matter expert in gender transition for transgender, employers, families and educators. She is a strong, vocal, articulate and inspirational advocate for unconditional equality and diversity. Nikki capitalizes on more than twenty years as a senior business executive and entrepreneur in multi-cultural environments to leverage real world acumen for clients of all sizes. DiCaro is a regular speaker, trainer and presenter on all topics involving diversity, inclusion and equality.



DiCaro Consulting offers customized program development and implementation, providing training, coaching and education in the following areas:

- Unconditional Equality
- Diversity
- Inclusion

DiCaro also offers complementary and wrap around services in these areas to enhance broader human capital engagement strategies.

“Success requires including different views and ideas into company strategy and tactics. This can only be accomplished with a well-designed, thoughtfully implemented and consistently reinforced training and education program.”

Unconditional Equality, Diversity and Inclusion are critical components to organizational success. The world is constantly changing. With each new generation entering the workforce comes widely variable views of the world and the workplace. The needs and expectations of these diverse employees vary significantly from the standards of more mature generations and can turn an orderly environment into one of disarray and confusion.

In order for businesses to attract and retain qualified candidates they must position themselves as models of unconditional equality, diversity and inclusion. This means not only including appropriate language in policies but instituting, supporting and nurturing practices that will provide a reason for employees to want to make valuable contributions and also feel appreciated. Employers must not only recognize the generational differences; businesses must understand and adjust to them if they hope to stabilize their workforce and protect their talent from voluntary departures.

The relationship and connection between employees within organizations is becoming more important to ensure cohesiveness, continuity, nimbleness and flexibility in the face of global customer demand. Research has continually proven that organizations embracing diversity have performed significantly better for long periods; sustaining growth and encouraging innovation.

DiCaro Consulting supports you and your organization by capitalizing on your uniqueness while helping you, your staff and your customers better understand your collaborative nature and desire to succeed.

DiCaro Consulting

We customize solutions to address specific goals, concerns, targets and challenges.

We do this by utilizing these five areas of services; tailoring the number and level of services to your needs:

The DiCaro Advantage:

Leadership

- Personalized coaching and guidance
- Individualized attention to specific needs
- Informing and educating on how to identify opportunities to collaborate
- Customized training on diversity and inclusion

Winning Culture

- Supporting the creation and perpetuation of powerful winning culture
- Identify opportunities to leverage diversity
- Create, support and nurture affiliation groups
- Encourage employees to interact and cross-pollinate ideas to build involvement
- Eliminate partitions, silos, bias and prejudice
- Unlock hidden strengths by maximizing rather than minimizing cultural differences

Strategic Planning

- Strategies to include multiple viewpoints in developing and enhancing the customer experience
- Value equation of inclusive sales strategies

Coaching

- Work closely to identify perceived weaknesses and turn them into strengths
- Create the power of “yes”

Consulting

- Leverage diverse talent to build effective employee retention
- Identify holes or inconsistencies in policies and practices
- Streamline policies to ensure clarity of purpose and ease of adoption
- Develop consistent follow up and refresher planning to ensure policies and practices are fresh and relevant

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