



## **Director of Client Engagement, Diversity, Equity & Inclusion – St. Louis, MO**

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Chapman & Co. Leadership Institute believes in business as a powerful force for good in the world. Our mission is to have a positive and sustained impact on business performance and people's lives. We inspire the best in people and organizations. What we do extends beyond the typical definition of a consultancy. We are practitioners, a business built to share the culture transformation of our parent company, Barry-Wehmiller, and CEO Bob Chapman, with businesses around the world that care about their corporate culture.

As the **Director of Client Engagement, Diversity, Equity & Inclusion**, you will steward the impact of our [Inclusion services](#), designed for meaningful interaction and sustainable cultural change for organizations seeking Diversity, Equity and Inclusion training. You will identify and design client solutions that consist of our inclusion coursework, facilitation of assessments and focus groups, leader coaching services and more. Using your strategic business development skills, you will foster relationships with our existing clients and cultivate potential client relationships.

### **This role is right for you if you:**

- **You are able to source and secure clients interested in building a more inclusive culture**
  - Build new and maintain trusted relationships with business leaders
  - Provide a width and breadth of experience in professional services or consulting
  - Apply a track record of creating value and expanding relationships with long-term clients
  - Teach other team members to do all the above
- **Are a subject matter expert in Diversity, Equity and Inclusion (DE&I)**
  - Provide expansive experience leading organizations through strategies to create inclusive cultures
  - Maintain and expand local and regional relationships with community DE&I organizations and networks for continuous learning
  - Make recommendations for improvement on inclusion content and services
  - Consult with organizations in a variety of areas, to include (but not limited to) communications, review of internal policies, consultation on community involvement, and training solutions



- **Lead with strategy and inclusivity**
  - Demonstrate strategic and analytical thinking and decision-making skills
  - Execute project plans, iterate and deliver on commitments
  - Collaborate with team and clients to promote and deliver diversity initiatives
- **You communicate with confidence and are a trusted partner**
  - Proven ability to communicate with interpersonal and influencing skills
  - Have a keen sense of people's needs, present and anticipated
  - Connect with empathy and a genuine desire to help is natural for you

### **On any given day, you'll be doing one or all of these things:**

- Stay current on DE&I data and initiatives to implement improvements
- Build a diverse and intentional network of new clients through strategic outreach, personal relationships and CRM management
- Draft and submit proposals that clearly articulate solutions, key measurables and impact for the client
- Lead client teams to execute inclusion solutions for clients based on their current culture and needs
- Ensure the services delivered to the client organization are clear, measurable and tied back to the original scope of work, celebrating successes and adapting to changes along the way
- Work alongside a dynamic and committed team

### **Other details:**

- 3-4 years of business development experience is required; 5-10 years working in a client development/consulting role preferred
- Experience implementing DE&I initiatives, change management and leadership development
- Facilitation and content development experience preferred
- BA/BS degree required, business degree preferred
- Based in St. Louis, MO and potential travel to client sites



## Interview Prep:

- [From Difference to Distance: Rethinking Diversity and Inclusion](#), TEDx talk by Fred Falker
- [Fred Falker and Matt Whiat on Diversity and Inclusion](#), Everybody Matters podcast
- [Inclusive Workplace Resources](#), Chapman & Co. Leadership Institute
- If you want the full story of our journey, check out our book: [Everybody Matters: The Extraordinary Power of Caring for Your People Like Family](#).
- If you prefer movies and let's be honest, you do (as do we): [Everybody Matters documentary based on the book and featuring Raj Sisodia and Simon Sinek](#). (39 minutes)
- If you are cramming before the interview: [Truly Human Leadership animation](#). (10 min)