



## Higher Education

Our higher education practice includes a full range of coaching, consulting and search services for diversity leadership.

The Kingston Bay Group, LLC is a consulting firm specializing in next generation career, leadership and organizational development. Based in Massachusetts, we offer our services nationwide. Our work is rooted in a deep understanding and appreciation of diversity, inclusion, professional equity, and excellence.

The Kingston Bay Group, LLC provides products and services that help embed culturally responsive, data-driven practices within everyday routines. We use a systems thinking approach to diversity innovation and professional development and our work comes from a strengths-based model that critically examines the individual's and the organization's cultural resilience assets. Our team works to build upon these collective strengths to promote effective career, leadership and organizational development.



**// Excellence in higher education requires a systems thinking approach to diversity & inclusion leadership and professional development. //**

DR. KECIA BROWN MCMANUS,  
President & Managing Director - KBG

## Diversity Professional Search

KBG offers search services exclusively for diversity leaders and professionals. From Multicultural Center Directors to Chief Diversity Officers (CDO's), we are uniquely qualified to assist in your search. Candidates for diversity and inclusion (D&I) positions pay particular attention to the diversity and level of cultural competence of the search firm you employ. Our diversity, our decades of experience in the D&I field, and the depth of our networks of D&I professionals and educators enables us to provide the highest level of D&I search services for your institution.



## Developing Diversity Professionals in Higher Education

KBG offers coaching and professional development opportunities for emerging diversity leaders in higher education. Our team provides on-site educational series, retreats, group and individual coaching for the next generation of CDO's and other leaders interested in further developing their D&I skills, knowledge and disposition.

## Leadership Coaching & Advising

We provide executive coaching, leadership development, and diversity and inclusion (D&I) consulting services for all levels of diversity professionals, and for senior administration in higher education. From Strategic D&I Planning to Pipeline Development, our experienced team provides the counsel necessary to lead your institution toward inclusive excellence.

Our team includes higher education leaders who have served in president, vice president, dean, and executive director roles in public and private colleges and universities. Our depth of experience in higher education, and across sectors, will serve you well.

## SCORE Analysis<sup>®</sup>

Our SCORE Analysis<sup>®</sup> provides a D&I centered SWOT-Type analysis of your institution. Our team will work with you to examine existing data, conduct a comprehensive climate survey, and engage your campus community in dialogue, focus groups, and interviews to determine your institutional D&I strengths, challenges, opportunities, and resistance and provide the recommendations necessary for an informed Strategic D&I Plan.

Using qualitative and quantitative data to inform your strategic planning will allow you to set attainable goals, and our process will assist you in developing the processes to reach them.

## Campus Response, Engagement & Wellness (CREW)<sup>®</sup>

Many colleges and universities are developing bias response teams and processes to deal with diversity related crises as they arise. The CREW<sup>®</sup> process assists colleges and universities in transforming conflict and redirecting the appropriate resources toward constructively addressing diversity related crises as they arise. Our process includes team training, post-incident support, real time leadership coaching/consultation, and best practices in fostering organizational wellness.

## Additional Services & Offerings

- Chief Diversity Officer Coaching & Development
- Women's Leadership Support ("SisterCircles")
- Culturally Relevant and Responsive Assessment
- Multicultural Leadership Development
- Post-Crisis Coaching & Consulting
- Campus Workplace Wellness Training
- Strategic Planning for Diversity & Inclusive Excellence
- Diversity Pipeline Development and Support
- New Hire Onboarding and Job Socialization Programs
- Organizational Re-Structuring/Re-Organization

Kingston Bay Group is a Minority-Woman Owned, Equal Opportunity Employer  
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