



**Opie Consulting Group**



“

A diverse mix of voices leads to **better discussions, decisions, and outcomes** for everyone.”

Sundar Pichai, *CEO of Google*

# About Opie Consulting Group

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# Meet Dr. Tina Opie

Dr. Tina Opie, the founder of OCG, brings more than 20 years of experience in strategic management and organizational behavior. An award-winning researcher, consultant and Associate Professor of Management at Babson College, Dr. Opie advises large firms in the financial services, entertainment, media, beauty, educational, and healthcare industries.

As a consultant, she provides organizations with strategic direction on how to create more diverse, inclusive and equitable workplaces. Her consulting work has helped organizations such as **American Express, Hulu** and the **NFL**.

Dr. Opie's work has appeared in such outlets as **O Magazine, The Washington Post, The Boston Globe** and **Harvard Business Review**. She is also a regular commentator on **Harvard Business Review's Women at Work podcast** and **Greater Boston's NPR affiliate** television station **WGBH**. As a thought leader who combines practice and theory, her work has proven to generate high-impact solutions that unleash the power of authenticity in organizations.



**Opie Consulting Group provides organizations with strategic direction on how to create and maintain diverse, inclusive, and equitable workplaces.**

We move teams beyond the barriers that inhibit growth, and challenge the narratives that prevent the authenticity needed for meaningful and progressive communication and collaboration.







We take traditional diversity approaches to a much deeper level by exploring the true nature of inequities in the workplace.

Our signature offering, Shared Sisterhood™, emphasizes the importance of collective advancement by promoting and teaching **trust, vulnerability, empathy, and risk-taking.**





Our approach combines authenticity and inclusion to radically transform the workplace dynamic and reveal the untapped potential of your teams.



In the past, diversity programs focused on checking boxes and delivering trainings that compartmentalized groups by gender, racioethnicity, sexual orientation, and physical ability.

**This process continues to segment and marginalize key viewpoints, and keeps real collaboration from occurring.**







Today's economy demands a high level of collaboration and innovation. In order to achieve this, **organizations need to uncover the barriers to meaningful engagement** within their structure.



# Diversity And The Bottom Line

The research is clear, workplace diversity and inclusion leads to higher productivity and profits.

15x

The **increase in sales revenue** of companies with high rate of racial diversity.

79%

of companies believe that **diversity initiatives have had a positive effect on company culture.**

83%

of executives agree that a diverse workforce **improves their company's ability to capture and retain a diverse client base.**





# Simply Put

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**Teams with this depth of understanding are more creative, innovative, committed, and productive than those without it.**

# Our Services

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# Our Services

Our work across a wide array of industries has shown us the need for a customized approach to measuring and meeting an organization's diversity and inclusion needs.

We begin with an initial consultation to develop the most effective strategy for your team, whether it be a broad approach to build awareness, or a targeted, hands-on approach for more lasting impact.



**SPEAKING ENGAGEMENT**



**WORKSHOPS**



**ONGOING CONSULTING**



**SHARED SISTERHOOD™**





## SPEAKING ENGAGEMENTS

This option is best for **companies looking to have the broadest and quickest impact on their organization.** To ensure deep learning, this option is best paired with one or both of the following services.



### ABOUT:

A small- or large-scale presentation that delivers actionable advice on how to incorporate behavioral changes in the workplace.

## WORKSHOPS

This option is best for corporations that want to **ensure employees have long-lasting impact** through a hands-on approach.



### ABOUT:

Small and large group experiences are offered in-person, online via Client's existing conference platform, or as a supported company led experience.

## ONGOING CONSULTING

This option has the **greatest impact on corporate changes** regarding diversity, inclusion, and equity.



### ABOUT:

Tina will work over a set period of time, remotely or in-person to coach the Client toward achieving their specific goals through conversations, implementing organizational and/or operational changes, deciding on metrics to track progress, and any additional services tailored to the Client's specific needs.



## SHARED SISTERHOOD™

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Shared Sisterhood™ is OCG's flagship methodology for providing individuals and organizational leaders with specific strategies to tap into their authentic identities, forge deeper relationships across differences and create more inclusive environments.

Shared Sisterhood™ is a specific process with content that is offered in a variety of ways including workshops, online conferences, or speaking engagements. Anyone can engage in Shared Sisterhood™, regardless of gender or racioethnicity.





“

The point isn't to get people to accept that they have biases, but to **get them to see [for themselves] that those biases have negative consequences for others.**”

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*Theresa McHenry, HR Director, Microsoft UK*



# Partial Client List



# More about Dr. Tina Opie

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# Awards & Accolades

- Massachusetts Institute of Technology Dr. Martin Luther King Jr. Fellowship. (2019-2020)
- Poets & Quants Top 40 Undergraduate Professor. (2017)

# Teaching & Leadership Awards

- Academic Appointment as Visiting Professor at MIT's Sloan School of Management. (2019 – 2020)
- Dean's Award for Teaching Excellence- All Programs, Babson College. (September 2016)
- Dr. Martin Luther King Leadership Award, Babson College. (February 2016)



THOUGHT  
LEADER



ACADEMIC  
PROFESSOR



*DR. TINA OPIE*

DIVERSITY INNOVATOR

CHANGE-MAKER



AWARD-WINNING  
RESEARCHER



# In The Media



The Washington Post



The  
Boston  
Globe



Harvard  
Business  
Review



# Hear From Dr. Opie

- Gender & Work Symposium [CLICK HERE TO VIEW](#)
- Shared Sisterhood™ Initiative [CLICK HERE TO VIEW](#)
- #MeToo Offenders [CLICK HERE TO VIEW](#)
- Harvard Business Review Women At Work Podcast:
  - Lead with Authenticity: [CLICK HERE TO LISTEN](#)
  - Sisterhood is Power: [CLICK TO LISTEN](#)
  - Sisterhood is Trust: [CLICK TO LISTEN](#)



## WHAT THEY ARE SAYING

***Dr. Tina Opie does a great job in tackling tough subjects related to leadership and diversity, and, does so with high energy and great humor!***

*She was able to exemplify the benefits of good leadership and diversity to our employees, allowing them to feel comfortable in having conversations on these subjects in the workplace. Thank you, Tina, for your realness and knowledge of leadership and diversity. We can't wait to have you back soon!*

**KATHERINE CAMINERO**

ASSOCIATE DIRECTOR,  
EVIDENCE LAB INNOVATIONS, UBS







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Diversity **strengthens** our innovative capacity, **unleashes** the potential of our employees and thereby directly **contributes** to our business success.

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*Janina Kugel, Human Resources Board Member & Chief Diversity Officer, Siemens*





# Thank You

## Contact Us



Opie Consulting Group

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