

The Resurgence of a Great Team

With a great deal of experience, two brothers are rejoining forces in the Diversity, Equity and Inclusion field while bringing great experience and some new services.



SBSI TALENT SOLUTIONS

Executive Search Solutions

Princeton, New Jersey Jul 28, 2022 ([IssueWire.com](https://www.issuewire.com)) - Terry Simmons and Tony Simmons have agreed to team up again to create Diversity, Equity, and Inclusion strategies, tools and solutions for forward-thinking organizations. The brothers worked together for 20-plus years, building a consulting organization, Simmons Associates, Inc., that provided highly effective and highly sustainable DEI strategies and implementation tools to many Fortune 100 companies, government agencies, healthcare organizations, advertising agencies and law firms. Their client list included PepsiCo, Johnson and Johnson, Novo Nordisk, Daimler Chrysler, Interpublic Group, The Vanguard Group, Edward Jones, the Environmental Protection Agency, the Economist Group and many, many other top-tier organizations. The alliance will offer DEI strategic planning to help organizations get started and/or revitalize DEI efforts. Other services include leadership, managerial and employee training, needs assessments, and cultural audits.

New services include:

Executive Search.

Many organizations still struggle with locating a diverse talent pool for senior-level positions. Our executive search services will help organizations in finding highly qualified diverse talent. In addition, our services are unique in ensuring that all concerned agree with selection criteria, compensation, and leadership capability. We also provide an onboarding process to ensure early success! Our executive search services will launch on July 18.

Inclusive Interviewing.

Hiring Managers are often asked to participate in Unconscious Bias training programs. These programs are valuable. But, in most cases, participants still have no idea how to manage their first impressions or how to conduct an interview that establishes deep rapport with all candidates and uncovers not only their technical skills and potential capabilities, but, also goes below the surface to fully understand their personal characteristics. This half-day program delivers these skills to Hiring Managers at all levels and, if necessary, to their Talent Acquisition partners to enhance the collaboration between the two groups.

CAVA™: The Culture And Values Advisor™

The CAVA is an independent external consultant who receives calls from an organization's employees or leaders who wish to discuss their work, career and/or working relationships. The CAVA's role is to adopt a neutral and realistic point of view, help the caller find a fair resolution, and give objective advice on how to proceed. In many cases, the topic of the conversation will involve Diversity, Equity and Inclusion, either directly or indirectly. However, the issues often involve other fairness and problem-solving areas. The overriding rationale for utilizing the CAVA is that the organization's long-term business goals can best be served by seeking fair and ethical resolutions in the short term. The CAVA has already saved many thousands of dollars by preventing unwanted employee turnover and potential negative press.

For DEI solutions and a complimentary assessment and consultation, visit us at www.oneteamconsultants.com, email tsimmons@oneteamconsultants.com or call Terry Simmons at 513-497-5819

For Executive Search Services, visit us at www.sbsi-talentsolutions.com and contact

tony@sbsi-talentsolutions.com or Call Tony Simmons at 732-960-1730

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