

Media Kit

CONSULTING, SPEAKING &
TRAINING

Visionary
Development
Consulting

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About Visionary Development Consulting

Visionary Development Consulting Fixes The Disconnect Between ERGs & Organizational Outcomes

[Visionary Development Consulting](#) is an ERG strategy firm for idealistic leaders who appreciate the need for strategy and KPIs. We help visionary leaders create workplaces that support the growth and wellbeing of their employees, while connecting belonging, equity, and inclusion to the bottom line.

We align ERGs with organizational values and outcomes to foster a workplace culture that nurtures creativity, innovation and engagement. We've helped our clients increase their productivity, profitability, and improve their retention rates as a result.

And our tailored solutions empower ERG members to thrive and cultivate environments that celebrate diversity, foster belonging, and empower your employees to be their best selves.

Our ERG Solutions

- **ERG Strategic Planning:** Comprehensive strategic planning framework for the effective management and growth of ERGs within your organization.
- **ERG Roadmapping:** Customized ERG action plan, toolkit and recommendations to support the scale and sustainability of your ERG programming.
- **ERG Program Management Certification Course:** The *first and only* ERG program management certification course to help you create a strategic plan for your ERG program, from designing and implementing your program, to measuring the success of your efforts.
- **Semi-Annual Audits:** Six-month audits for certification course and roadmapping services to evaluate your implementation, check for areas of opportunity, and review metrics and measurement practices.
- **ERG Trainings & Workshops:** Interactive and engaging ERG workshops that allow participants to share their experiences and learn from each other, while gaining the practical tools and resources they need to drive change within their organizations.

The Employee Resource Group Leader Behind The Magic



“My mission in life is that wherever I am and however I exist, that people who interact with me feel valued, seen and heard.” ~ Sharitta Marshall

Sharitta Marshall, Global ERG and DEI Strategist and Founder of Visionary Development Consulting

Sharitta Marshall has been overlooked, under-valued, gaslit, micro- and macro-aggressed at work. And nothing that she did helped her situation, not even shrinking herself to make other people comfortable with her existence because those environments weren't psychologically safe.

As a former **Global Employee Resource Group Leader**, she saw the disconnect between support and funding for ERGs and organizational outcomes, so she decided to create something that addressed the roadblocks in corporate environments to prevent others from struggling through devaluing environments the way she had.

Sharitta combined her MBA, DEI and Instructional Design certifications, project and program management experience, and her work experience in SaaS, Ed Tech, and executive leadership to create a framework that provides value to members while also showing value to organizations. And she partnered with an ERG management software platform to further support ERGs and their success.

She's committed to creating a more equitable world by sharing tools and resources that foster psychologically safe workplaces.

Our Partnerships & Affiliations



SEED·SPOT

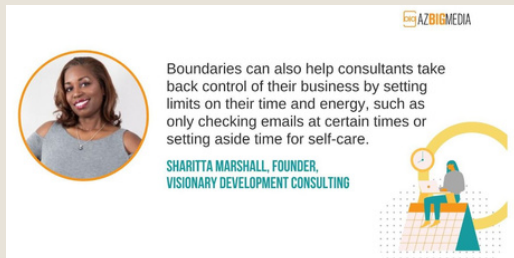
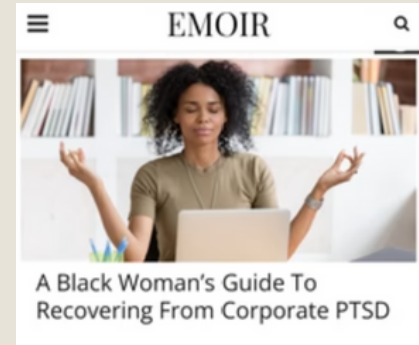
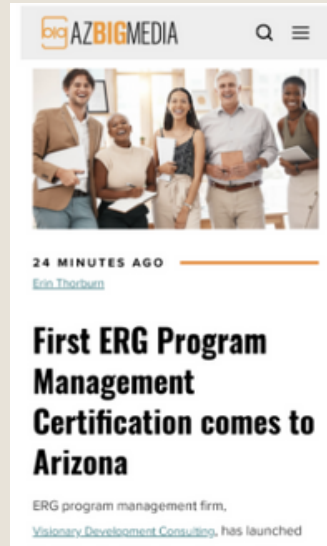


Press & Media



HR Bew shares How to set up ERG executive sponsors for success

"The roles and responsibilities need to be the same for every executive sponsor, no matter the ERG that they're over," [Read the article here.](#)



Clients

- Apex Systems
- Clarins
- IKEA
- Block Inc.
- Société Générale, Americas
- Money Matters for Youth
- HighWire PR

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