

Media Kit

CONSULTING, SPEAKING &
TRAINING

**Visionary
Development
Consulting**

visionarydevelopmentinc.com
info@visionarydevelopmentinc.com

2025



About Visionary Development Consulting

Visionary Development Consulting Fixes The Disconnect Between ERGs & Organizational Outcomes

[Visionary Development Consulting](#) is the go-to ERG strategy firm for forward-thinking organizations. We help companies align Employee Resource Groups (ERGs) with business strategy, so inclusion isn't just aspirational, it's operational.

We align ERGs with organizational values and outcomes to foster a workplace culture that nurtures cOur approach blends ERG infrastructure, leadership training, strategic planning, and performance measurement. We create systems that reduce burnout, build engagement, and demonstrate clear value to executives.

VDC helps transform ERGs from disconnected groups into aligned, high-impact ecosystems, ready to support business growth, culture goals, and employee success.

Our ERG Solutions

- [Strategic Planning & Facilitation](#): Create clear goals, roadmaps, and cross-functional alignment
- [Toolkits & Infrastructure](#): Customizable templates and governance resources that save time and scale consistently
- [Leadership & Engagement Training](#): Equip ERG leads, sponsors, and allies with the skills to lead effectively
- [Assessment & Evaluation](#): Data-driven strategy audits and KPI coaching to measure real impact
- [Full-Scale ERG Consulting](#): Ecosystem design for orgs ready to align strategy, structure, and people
- [ERG Certification Course](#): The first and only program that certifies ERG program managers
- [À La Carte Services](#): Executive briefings, onboarding resources, mentorship design, and more

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.

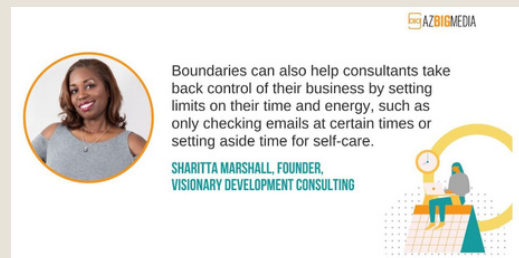
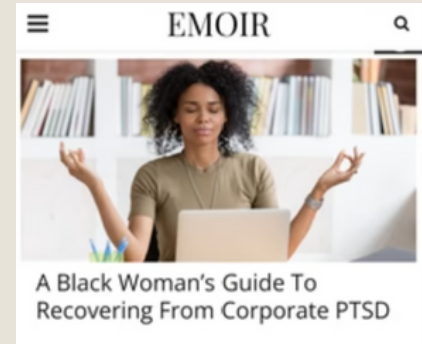
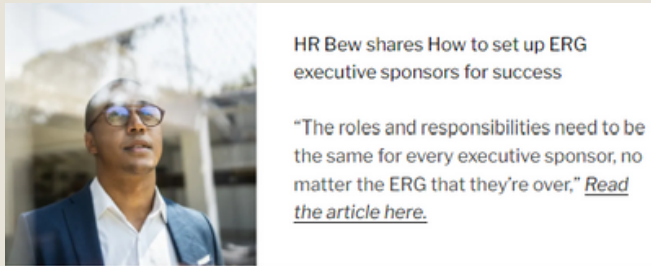
Sharitta combined her MBA, DEI and Instructional Design certifications, project and program management experience, and her work experience in SaaS, Ed Tech, and executive leadership to create a framework that provides value to members while also showing value to organizations. And she partnered with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



Press & Media



Trusted By

- Apex Systems
- Las Vegas Raiders
- PagerDuty
- Alstom
- Société Générale, Americas
- Money Matters for Youth
- HighWire PR
- Clarins
- IKEA
- Block Inc.

Contact Visionary Development Consulting

- Point of Contact: Sharitta Marshall, Founder
- Website: VisionaryDevelopmentInc.com
- Phone: 313.268.3202
- Email: info@visionarydevelopmentinc.com
- Find Sharitta on [LinkedIn](#)