



Resources:

- **Bias:** *The Value of Difference*, Binna Kandola; *Thinking Fast and Slow*, Daniel Kahneman; Harvard's Implicit Association Tests: <https://implicit.harvard.edu/implicit/demo/>
- **Branding and BD:** "The Power of Personal Branding for Career Success," Karen Wensley: http://www.snwebcastcenter.com/data/2929/support_doc/Eng%20Personal%20Branding%20Slides.pdf; "Guide to Business Development for Women Lawyers," Law Society of Upper Canada: http://www.lsuc.on.ca/uploadedFiles/Equity_and_Diversity/Justicia/Business_Development_2013.pdf
- **Cultural Intelligence:** <http://www.kwintessential.co.uk/resources/country-profiles.html>; *Cultures and Organizations*, Geert Hofstede; Intercultural Development Inventory [This tool can only be accessed through a qualified administrator, so please be in touch with Ritu Bhasin directly]: <http://www.idiinventory.com/>
- **Diversity:** *Moving Diversity Forward: How to Go from Well-Meaning to Well-Doing*, Verna Myers
- **Emotional Intelligence:** *Social Intelligence*, Daniel Goleman
- **Sponsorship:** *Forget a Mentor, Find a Sponsor: The New Way to Fast-Track Your Career*, Sylvia Ann Hewlett
- **Women's Advancement:** "The Confidence Gap," Katty Kay and Claire Shipman, *The Atlantic*, April 14, 2014

About bhasin consulting inc.

bhasin consulting inc. provides people management and leadership strategies to international clients, with an emphasis on diversity and the advancement of women. **bhasin consulting inc.** works with a range of organizations, including law firms, corporations, banks, academic institutions, professional associations, and non-profits. **bhasin consulting inc.** has a breadth of expertise in diversity and inclusion, leadership development, and people strategies, including: strategy and implementation; organizational leadership; training and workshop programming; recruitment; performance management; employee engagement and retention strategies; career and leadership development programming; and, change management.

About Ritu Bhasin, People Strategist & Diversity Specialist

Ritu Bhasin, LL.B. MBA, is the Founder and Principal of **bhasin consulting inc.** and is known for her diversity and leadership expertise. Ritu has extensive experience in delivering leadership programming, program facilitation, and coaching services across a range of people management areas, with a focus on diversity and the advancement of women. Ritu has also been certified to administer intercultural competence assessment tools for teams and individuals, including the Intercultural Development Inventory and the Intercultural Conflict Style Inventory. She also is trained in Neuroscience coaching strategies for leadership growth. Ritu has also now coached hundreds of professionals focusing on empowering them to leverage their strengths in their development. Along with her sister, Ritu is Founder of **Insayva**, a platform for self-empowerment for those seeking personal and professional growth, which includes a series of leadership retreats for professional women. Ritu is also Co-Founder of **Mivoko**, an application that puts a voice to everyone's name in order to address the many issues surrounding name mispronunciation.

Previously, Ritu spent 10 years in the legal profession, first practicing civil litigation and then serving for 7 years on the senior management team of a preeminent Canadian law firm as their Director of Student and Associate Programmes, focusing on talent management for law students and lawyers including spearheading diversity and inclusion strategies and programming.

An inspiring and engaging speaker, Ritu is a regular contributor in the media, including NPR Forum as well as her past column, *Work It Out*, on the leading morning Toronto radio show, CBC's Metro Morning, focusing on workplace issues, leadership and diversity. Ritu has also instructed in the governance area over the last 3 years in the Executive Programs at the Rotman School of Management, University of Toronto, and is a member of NextGenLeaders, a network of preeminent consultants and coaches who focus on talent management and leadership development with clients around the world.

Ritu has spent over 15 years volunteering in the community. She has been a member of the Toronto 2015 Pan Am Games Board of Directors' HR Committee and Employment Advisory Council, served on the City of Toronto's Yonge-Dundas Square Board of Management, and served on the Board of Directors for the Canadian Centre for Diversity. Ritu is a recipient of several awards and distinctions, including most recently: the City of Toronto's 2014 William P. Hubbard Award for Race Relations; Western University's 2013 Young Alumni of the Year Award; Women Of Influence named Ritu a "2012 Canadian Diversity Champion"; and, the 2011 Gordon Cressy Leadership Award from the University of Toronto. Lastly, Ritu is a trained instructor in a few yoga disciplines and, when she is not working, you will find her in a 'downward dog'.

Education

- MBA, Rotman School of Management (Executive Program), University of Toronto
- LL.B. (With Distinction), University of Western Ontario
- B.A. (With Distinction), University of Toronto