

Reflection Dashboard

Start doing:

Do more:

Stop doing:

Do less:

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.castore.ca/product/power-of-personal-branding-for-career-success/1508>; "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 Competence: <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 bci

bhasin consulting inc. (bci) is a leading global people strategies firm. Founded in 2010 by Ritu Bhasin, LL.B MBA, bci has now worked with dozens of world-renowned global organizations and hundreds of leaders across sectors in a range of people strategies areas. Our team of award-winning facilitators, consultants, and coaches works with a range of global clients, including law firms, corporations, banks, academic institutions, professional associations, and non-profit organizations to develop and deliver programming in a number of areas, including: Cultural Competence, Diversity and Inclusion (CCDI), Women's Advancement, Leadership Development, Talent Management, and Authentic Leadership.

About Ritu Bhasin

Ritu Bhasin, LL.B. MBA, is the Founder and Principal of bci. Recognized globally for her diversity and leadership expertise, Ritu has received a number of awards and distinctions for her work. She has extensive experience in delivering programming, consulting, and coaching across a range of people management areas with a focus on leadership development, diversity and inclusion, and the advancement of women. Ritu works primarily with senior leadership teams, boards of directors, middle management, and emerging leader groups, including women and diverse professionals.

Ritu is known for her diversity and inclusion expertise in Cultural Competence and unconscious bias, and is certified to administer Cultural Competence assessment tools including the Intercultural Development Inventory (IDI) and the Intercultural Conflict Style Inventory (ICS). Ritu is also certified in neuroscience coaching strategies for leadership growth. Ritu has coached hundreds of professionals, and now coaches C-Suite leaders and other executives on building their Cultural Competence to be more inclusive.

Before founding bci, Ritu spent ten years in the legal profession; she first practiced civil litigation, and then spent seven years on the senior management team of a preeminent Canadian law firm as director of legal talent.

Ritu has won several awards and distinctions reflecting her passion and commitment to her work, including the City of Toronto's 2014 William P. Hubbard Award for Race Relations. Ritu is also the Co-Founder of Insayva, a platform for self-empowerment for those seeking personal and professional growth. She is a trained instructor in several yoga disciplines and, when she is not working, you will find her in a downward dog.