



State of the Organization: Future Ready

A Vision for the Next Chapter



www.diversitymbamagazine.com

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A Message From Leadership

As we prepare to celebrate 30 years of impact in 2026, the P&L Group Holding Company stands as a resilient, evolving, and future-ready organization. Our journey has been anything but linear, yet through it all we have remained anchored in our mission: to advance sustainable, systemic change through inclusion, equity, and leadership excellence.

With a foundation rooted in bold ideas, courageous action, and data-driven solutions, our organization has matured into a dynamic ecosystem fueled by talent, strategy, and service.

This State of the Organization does more than acknowledge progress, it honors the power of vision, perseverance, and partnership. Over nearly three decades, we have constructed five strategic pillars that form the infrastructure of our work and shape the rhythm of our collective impact.

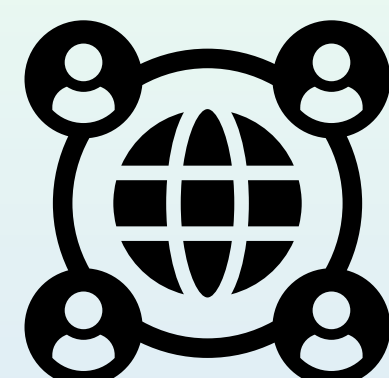
Our Strategic Pillars



Benchmarking &
Research



Learning &
Education



Events & Summits



Multi-Media



Community Service



Pillar I: Benchmarking & Research

Inclusion Insights & Integration

This pillar is the intelligence engine of the P&L Group. It powers our Inclusive Leadership Index (ILI), Inclusion Benchmarking Index (IBI), and Disability Equity Index research frameworks that help organizations measure and improve inclusion at every level. Deliverables include multicultural insights, critical success factors (CSFs), best practice scorecards, and strategic dashboards.

By partnering with global thought leaders like ManpowerGroup Global Insights, we extend our data capabilities across 68+ sub-industries, impacting thousands of companies and generating over 35,000 insights. Our focus: transforming inclusion from theory to practice through customized, actionable intelligence that enables measurable, sustainable impact.

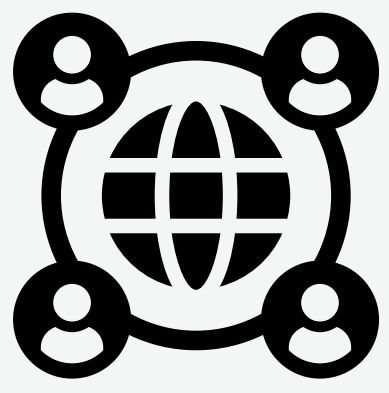


Pillar II: Learning, Education & Training

Building Capacity for Change

The Learning pillar is where transformation begins with people. Through customized strategies, learning assessments, and tailored programs, we develop leaders, teams, and cultures. Our services span certificate programs, coaching, LMS-integrated modules, virtual and live learning, and behavior-driven workshops.

In partnership with CTR Factor, we deliver immersive, experiential learning aligned to inclusive leadership and enterprise effectiveness. With over 30,000 individuals trained—from corporate executives to entrepreneurs, this pillar ensures education leads to transformation, not just information.



Pillar III: Events & Summits

Platforms for Visibility and Action

Our events are catalysts for innovation, insight, and connection—engaging over 40,000 participants through the National Leadership Conference, Design Thinking Labs, and Health Equity Summits.

Think Tanks and Leadership Roundtables offer intimate forums to address real-world inclusion challenges. With partners like the Fritz Pollard Foundation and ManpowerGroup Executive Exchange, our Events pillar drives engagement and positions P&L Group as a hub for thought leadership and co-created solutions.



Pillar IV: Multi-Media

Amplifying Voices, Scaling Impact

The Multi-Media pillar is where strategy meets storytelling. We manage expansive publishing platform that includes magazines, book reviews, op-eds, digital campaigns, podcasts, and weekly radio broadcasts reaching over 6 million listeners. Signature recognitions such as Top 100 Under 50, Top 25 Leaders of Impact, and 50 Out Front anchor our content strategy.

With partners like Dynasty Media and Bold Business, we scale creative execution and digital infrastructure to reach targeted stakeholders, enhance brand visibility, and produce compelling content. Branding services, expert panels, and academic collaborations position us as the definitive voice on inclusive excellence.



Pillar V: DMBA Foundation

Community Service with Purpose

Through the DMBA Foundation, we turn values into action by advancing STREAM education, health equity, and youth empowerment. Strategic partnerships—with organizations like the Fritz Pollard Foundation, Gamaliel Foundation, National Kidney Foundation, Step Up, and LUV Institute—help expand our reach and deepen community impact.

Our approach to service is structural, not charitable. We train youth and educators, invest in underserved communities, and address systemic barriers to opportunity—extending our inclusion model from boardrooms to classrooms and neighborhoods.

Partnership Impact



Healthcare



Technology

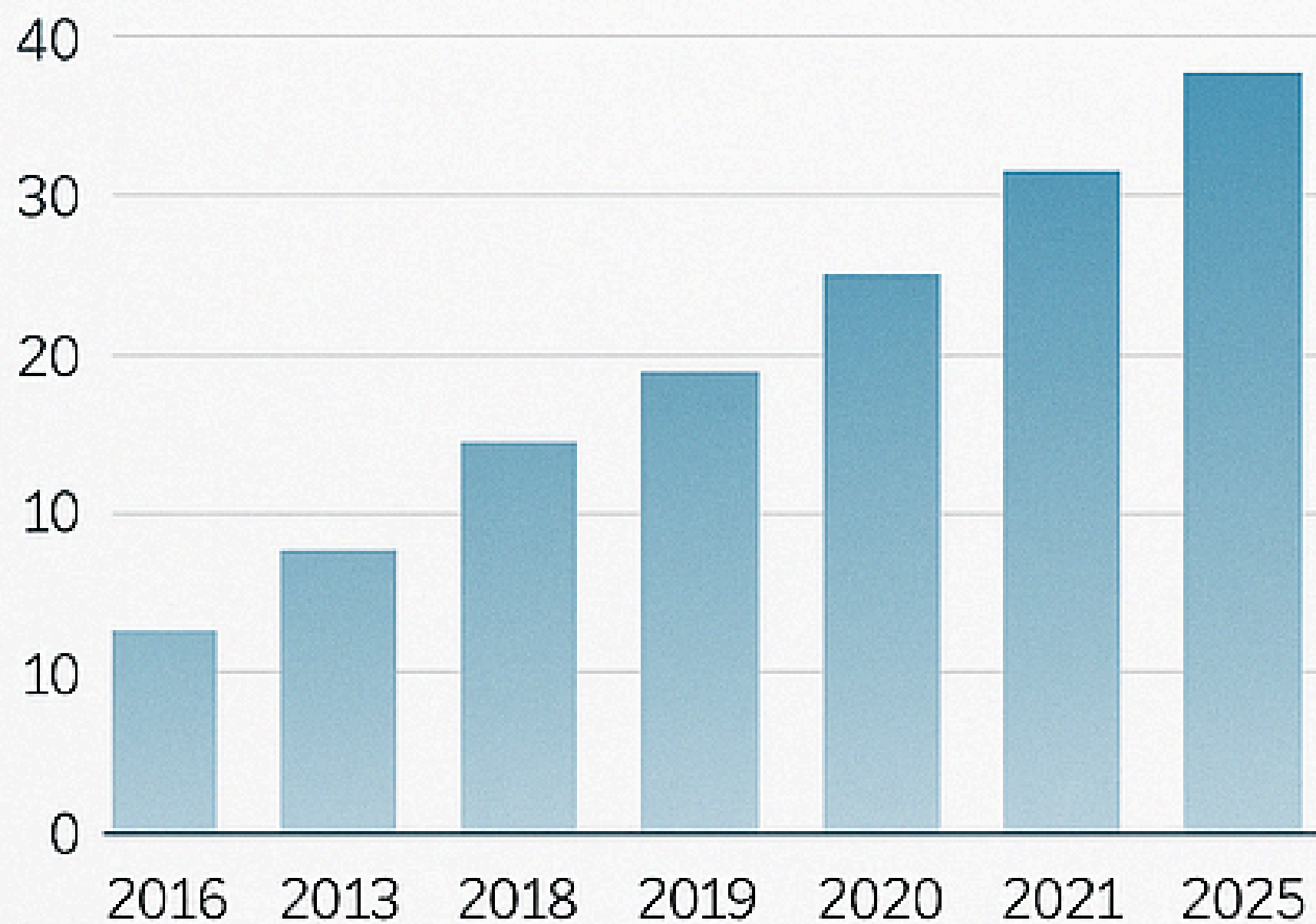


Financial
Services



Education

Partnership Growth



Our partners didn't just fund our vision—they co-created it.

BOLD
BUSINESS



Partnerships: Fueling Our Mission, Powering Our Growth

For nearly three decades, the success of the P&L Group has been made possible through the steadfast commitment of our corporate partners, an ecosystem of organizations that believed in our mission before inclusion became a mainstream mandate, and who have continued to invest in our growth through every phase of evolution.

These partnerships have:

- Funded innovation in benchmarking and research tools
- Enabled the expansion of our leadership academies and certificate programs
- Elevated our multimedia storytelling and publications
- Supported recognition platforms like the Top 100 Under 50, Top 25 Leaders of Impact, and 50 Out Front
- Powered grassroots campaigns for health equity, STREAM education, and workforce development

To all of our corporate partners, past and present, we extend our deepest gratitude. Your investment in our platforms has helped transform industries, communities, and thousands of lives. We look forward to building the next chapter with your continued collaboration and bold leadership.

The Road Ahead

Rebranding for the Future

As the P&L Group enters its fourth decade of impact, we recognize that our identity must evolve to fully reflect the multidimensional force we have become. While Diversity MBA will always be one of our brands synonymous with excellence in inclusive leadership it no longer captures the full breadth of our work, influence, or ambition. Our platform now spans data science, global learning ecosystems, digital media innovation, and community transformation. It is time for our brand to grow as boldly as our mission has.

Rebranding is not about leaving behind who we are, it's about claiming who we've become. This evolution calls for a brand that signals both our legacy and our leadership. To ensure this transformation is rooted in authenticity and aligned with stakeholder values, we are initiating a collaborative and inclusive rebranding process. Our approach will be guided by the voices of those who have helped shape our success:

- Clients and corporate partners who rely on our benchmarking, learning, and media solutions
- Leaders and changemakers who have been trained, coached, and recognized through our programs
- Board members, alumni, and interns who have contributed to our ecosystem from the inside
- Community partners whose missions intersect with our work in health, education, and economic mobility
- Our internal team, the people behind the platforms who live the brand every day

We will engage these audiences through focus groups, stakeholder interviews, surveys, and strategic convenings.

This is more than a logo or a tagline—it is a legacy redefined.

We Are Future Ready. We've endured the setbacks common to mission-driven businesses, but we remain standing - stronger, sharper, and more connected than ever. This is our inflection point. The momentum is ours to harness. Our vision is ours to define.

We are P&L Group Holding Co. We are here. We are ready for the future.