



Rapport | Retain | Promote

"Always Over Deliver"

Rodell Razor & Jeremiah Captain have spent the last 15 years of their career building teams all over the country. Collectively, they've led organizations of thousands with a heavy focus on building unity throughout the company. Their expertise in leadership, diversity & inclusion, have given them a chance to speak to audiences all over the world. They are the founders of X-Factor Capital where their focus is to fuel the black professional & entrepreneurial community with access to capital and continuing education. They're cofounders and board members of ConstructDiversity, a non-profit organization that helps inner city youth get exposure to different career paths within the construction industry. As well as, sitting on the board of Black Men Create Social Impact a non-profit that host an annual conference focused on motivating, equipping, and empowering men.

Along with keynote speeches, the workshops are both online and in person. These workshops are focused on the individuals experience within the workplace. The goal is to leave staff with a sense of satisfaction within their role in the company, knowing that their employer values them and that they're a great fit. This style of training penetrates through the organization while giving specific & tangible action steps for all parties to walk away with. Reinforcing the goals for all members of the team to build rapport, retain, and then promote!

Whether it's a speech to a large cohort or a small group of executives our team provides a hotline for ongoing support and coaching. Our hotline offers specific support on our speaking topics along with recommendations for mental health specialist & life coaches.



Keynote (Company Wide, Special Events)
Annual Workshops (Business Resource Groups)
Executive Workshop
Hotline - ongoing support
Workbook Personal Development

Partnering with X-Factor proved to be the momentum that enabled our team to look beyond self limitations and discover the power of authenticity. Throughout the planning process, Rodell and Jeremiah provided multiple touchpoints to understand our business goal, and to explain how their content would address each objective. When they presented, not only did they have a natural ability to connect with the audience, but they also had an uncanny ability to maintain engagement through compelling transparency, storytelling, and relatability.

The feedback received from their Momentum Formula indicated the audience left feeling empowered both professionally and

personally. With that, if your team is facing performance or collaboration challenges as a result of the inability to be authentic, X-factor is the solution to overcome those barriers and drive connection.



Melanie Parker, Recruiting & Training Specialist | American Express

If you are looking for speakers to bring high energy, positive vibes and a wealth of knowledge, I highly recommend you work with Rodell Razor & Jeremiah Captain from X-Factor Consulting.

CDW had the pleasure to have Rodell & Jeremiah speak on 3 different occasions and they delivered every time. We had the best experience working with them, from the preparation, the flexibility to make adjustments for the current environment and the audience, to the follow-up after the events. They didn't miss a beat and covered it all. They made it a priority to communicate with the CDW team and to understand our business tailoring the content to make it relevant and impactful.

As they discussed their "Personal Momentum" formula, we could see the participants taking it all in and they were able to drive engaging conversations in a virtual setting. Their experiences made it easy to relate to the audience and answer questions with real-life examples.

Thanks to X-Factor Consulting for bringing your advice, honesty and a dynamic duo that many are still talking about today. We would be happy to endorse X-Factor for future projects with CDW and other organizations.

Qiana Nelson, Senior Sales Manager | CDW

Rodell is a former VP of Sales of a software company. He finished his MBA in 2010 and has been leading corporate inclusion initiatives for the last 8 years. His experiences as a young black corporate leader gave him unique insight into some of the challenges that organizations have to develop an environment where people of color, and other underrepresented groups can thrive professionally.

Their collective efforts have taken them to fortune 500, university campuses and even sports teams. Sharing their message and their 'Personal Momentum Formula'. Which is built on the philosophy that when an individual creates a formula to develop momentum within themselves it translates over to the workplace, increases fulfillment, productivity and creates a more inviting inclusive environment.

Jeremiah lead a corporate initiative to drive an increase market penetration into the minority community. A 25 year old company brought Jeremiah in to help lead this focused effort. Within 3 years that initiative became one of the company top producing verticals. The fastest growth the company had ever seen with a minority focused effort. That experience as well as the multiple exposures to industries that are predominantly white male. Jeremiah made it apart of his mission to help close the communication gap between corporate leaders and their diversity and inclusion efforts. Jeremiah bridges the gap to create an environment where minorities feel empowered and corporate leaders feel equipped.



Speaking Topics & Expertise

- Diversity Inclusion
- Black in the workplace
- Executive Communication with underrepresented groups
- Leadership

