

THE BEST INVESTMENT FOR 2011 IS IN THE DIVERSITY OF YOUR PEOPLE!

Diversity & Inclusion programs seem to be a buzz word in the modern executive rooms. The trend to create a fully diverse and inclusive corporate environment finely made its way to Poland.



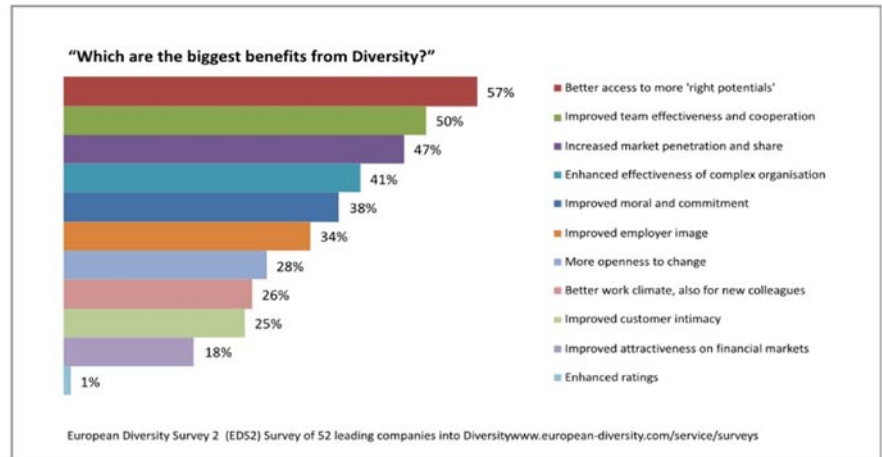
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What we observe, however, is a substantial doubt among the managers how the creation of the diverse and inclusive culture can really help people to achieve better results or simply become more efficient and satisfied workers. For these still in doubt, some facts and figures:


The term 'diversity' made its way into business to describe the existence and methods of communication and cooperation between the cultural entities, such as departments as well as the functional, professional, national, gender and age groups. The fact that demographically, Poland is a very monolithic society and we don't experience many problems with race or religious discrimination in the work place, does not mean that the notion of the diversity friendly culture is not for us!

As a test, ask yourself a series of questions:

1. Do your departments cooperate smoothly or do you hear complaints of the type: "they don't understand our procedures", "it takes ages to get their attention", "they live in their own world and don't care about others".
2. How efficient is your top-bottom-top communication: Do your employees come to their managers with ideas? Do the employees know what the Mission, Vision and Strategic Goals of your business are?
3. If your company is involved in cross-national projects how many times have you heard:



- "It's impossible to get my German colleague on the mobile after 6.00 p.m. – even to discuss a problem– very difficult to work with!"
 "No more Spanish on my team! Cannot rely on them!"
4. What is your employees' age make up? Do you have 30+ managers whose teams are made of 45+ employees? How many 40+ managers work with the teams of 20+ people? Do you know how to motivate these age groups, make them efficient and satisfied?
 5. And finally gender questions: How many women have you got on the Management Board in your organization (%)? Do you have procedures to support new mothers and fathers? What about the work-life balance?

The answers to these questions will give you an indication of the wide scope of issues that "diversity" encompasses. And now, what is "Inclusion" about? In simple words it is a concept that will help you to discover, nourish and utilize the potentials and talents of your people! In the inclusive company every individual feels good about the things they do, so they are satisfied and motivated to do even more! Isn't it really every manager's dream? Have a team of professionals of different, but complementary skills, who communicate well, feel motivated and overachieve their targets? You may smile, but that's what 'Inclusion' is about - diagnosing the strengths, understanding differences, utilizing talents and potentials to achieve a common business goal. If you wish to improve your business bottom line, attract and retain quality people, enhance your image on the market or make the efficiency of your internal operations better, it's worthwhile developing a long term "Diversity & Inclusion" program for your organization. And remember to make your people aware that not only the company but they will benefit in the process. Above, you will see the results of the research carried out in 2007 on the sample of 52 companies from the EU market. The figures speak for themselves. 

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- Organizational & Personnel Development consulting
- Design & implementation of the skills training workshops
- Needs driven selection & implementation of the psychometric tools, such as International Profiler, W.E.R.T, Itim Focus
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