

Sources

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Harvard Business Review. (2019). The Business Case for Diversity. Retrieved from <https://hbr.org/2019/04/the-business-case-for-diversity>

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How Hard Should You Push Diversity?

Case Study Harvard Business Review

AGENDA

1. Introduction
2. Problem Definition
3. The cost of diversity
4. Best solution
5. Possible solutions
6. Recommendation

What is the problem of the case study?
What are the stakeholders?
What are the objectives?
What are the constraints?
What are the risks?
What are the opportunities?

PROBLEM DEFINITION

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BEST PRACTICE - ACCENTURE

Accenture's diversity and inclusion strategy is a key factor in its success. The company has implemented a comprehensive diversity and inclusion strategy that focuses on creating a diverse and inclusive workplace. This strategy includes a variety of initiatives, such as employee resource groups, mentorship programs, and diversity training. Accenture's approach has resulted in a more diverse and inclusive workforce, which has led to improved performance and innovation.

POSSIBLE SOLUTIONS

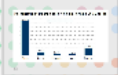
1. Change the way the company is structured to be more diverse and inclusive.
2. Hire more diverse people.
3. Create a more diverse leadership team.
4. Provide more diverse training and development opportunities.
5. Create a more diverse and inclusive workplace culture.
6. Create a more diverse and inclusive recruitment process.

FACTS AND FIGURES

What are the facts and figures of the case study?
What are the key statistics?
What are the trends?
What are the challenges?
What are the opportunities?

THE CONCEPT OF DIVERSITY

Diversity refers to the differences between people. It includes differences in race, ethnicity, gender, age, sexual orientation, religion, and disability. Diversity is important because it allows organizations to tap into a wider range of perspectives and experiences, which can lead to improved performance and innovation.



Should Charles advocate for financial incentives to increase the number of diversity promotions? - NO

RECOMMENDATION

What is the recommendation of the case study?
What are the key findings?
What are the conclusions?
What are the implications?



Sources

1. Harvard Business Review, "Diversity and Inclusion: The Business Case," 2014.
2. McKinsey & Company, "Diversity: The Business Case," 2014.
3. Deloitte, "Diversity and Inclusion: The Business Case," 2014.
4. PwC, "Diversity and Inclusion: The Business Case," 2014.
5. EY, "Diversity and Inclusion: The Business Case," 2014.

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'A glance at the photos of our executive committee on our website is all it takes to see how little headway we've made on diversity.'

- *CEO of GlobeBank Will Sonenberg*

PROBLEM DEFINITION

- Overall diversity quote is very acceptable
- Diversity quote decreases noticeably towards upper management levels
- Retention rate in lower positions is weak, due to low number of promotions
- 'Too many of the business-unit heads are still blockers'

--> leading to consideration about the creation of financial incentives in order to increase quote in upper management positions

THE CONCEPT OF DIVERSITY

Diversity refers to human qualities that are different from our own and those of groups to which we belong, but are manifested in other individuals and groups. Dimensions of diversity include, but are not limited to: age, ethnicity, gender, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital or partner status, military experience, parental status, religious beliefs, work experience and job classification

(1) (2)



You **Tube**

Facts and Figures

- 17% of Fortune 250 boards are composed exclusively of white directors
- 40% of the Fortune 250 directors are aged 60-67 and 28% are aged 68 and above
- Representation of Hispanic, Asian and female directors on Fortune 250 boards has grown modestly in the past year, while Black directors maintained their level of representation

(3) (4)