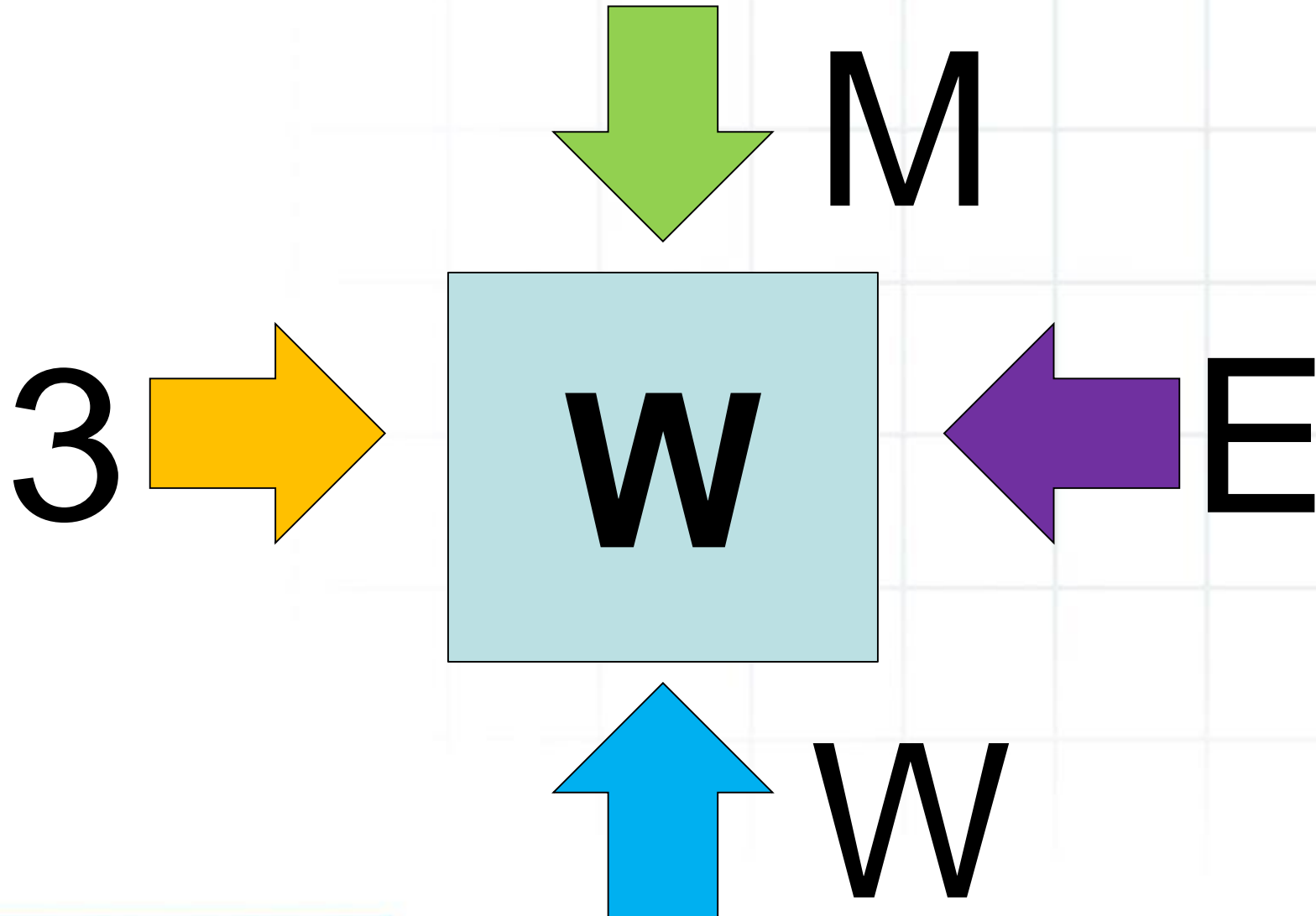


Katherina Swings




- *I help **HIRING MANAGERS** to fill their vacancies faster, in a more sustainable way and with limited employee turn-over.*
- *I believe in a sustainable and colorful world.*

YOUR PROJECT: do you cover all angles?



Unintentionally excluding



“ If you’ re not intentionally including people, then you might be unintentionally excluding them. ”

Thais Compont

www.declinternational.com

Who wants to make good decisions?

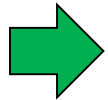
Diverse teams make better decisions than most homogenous teams most of the time.

How often are their decisions better?

A. 58 %

B. 66 %

C. 75 %



D. 87 %

This study comes from Cloverpop which is a Silicon Valley consultancy specialised in decision making. They studied 588 real business decisions, made by 184 teams over a 2-year period. They found out that on average, all male teams with people from the same generation and geography make good decisions 58% of the time. When you add gender, age and geographic diversity, teams make good decisions x% of the time.

One of the main reasons for this is the fact that diverse teams led inclusively avoid group think. So, inclusive leadership is good for decision making.


Who values innovation?

The most inclusive and diverse companies are more likely to innovate.

How many times more likely?

A. 2 times

B. 3 times

 C. 6 times

D. 8 times

Source: Deloitte

Who wants to attract the best project team members?

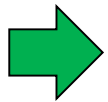
How many respondents in a Glassdoor survey said a diverse workforce is important when choosing where to work?

How many times more likely?

A. 33 %

B. 44 %

C. 51 %

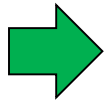


D. 66 %

Who wants to work in a more profitable company?

Organisations with inclusive cultures are more likely to meet or exceed financial targets?

How many times more likely?



A. 2 x

B. 3 x

C. 4 x

D. 5 x

Source: Bersin by Deloitte, 2017

NOW IT IS YOUR TURN!



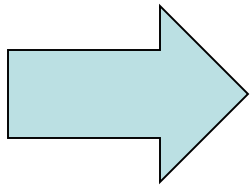
I always wondered why somebody doesn't do something about that. Then I realized I was somebody.

(Lily Tomlin)

izquotes.com

Brainstorm in small groups

- What are YOU doing already that you would like to share with your colleagues (**best practices**)?
- What can YOU do to make your project team more diverse?



1. **DISCUSS** all tips within your team
2. **AGREE** on your **TOP TIP**
3. **WRITE DOWN** your top tip
4. **BE READY** to **PRESENT** your top tip to the whole group

Want to know more? Dig deeper?

- Follow me on LinkedIn:
 - I post a daily quote and
 - **weekly blog on Tuesday** on this topic. This weeks blog: **“7 to do’s when freelancers fill your vacancies”**
- Join me on my **free LIVE training for HIRING MANAGERS on May 27th** in Rotselaar:
Boost your vacancies

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