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- An Evidence-based Approach to Managing Diversity (30 min)
- Break

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- Overview of our Global WWT Research Findings (10 min)
- Evaluating the 6 Ps in Your Organization Table Discussions (80 min)
- The Path Forward Wrap-up & Next Steps (5 min)

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Page 1

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An Evidence-based Approach to Managing Diversity	

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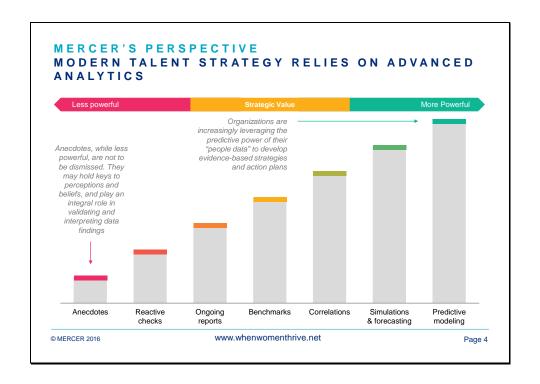
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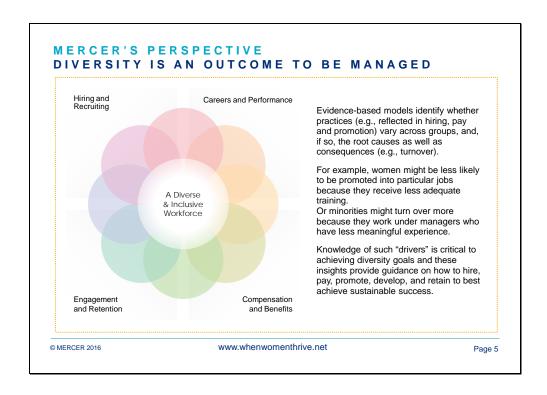
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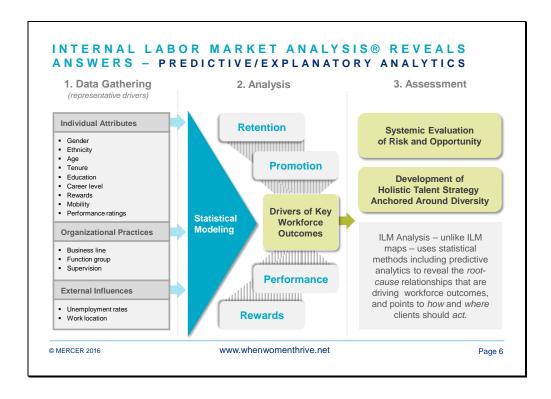
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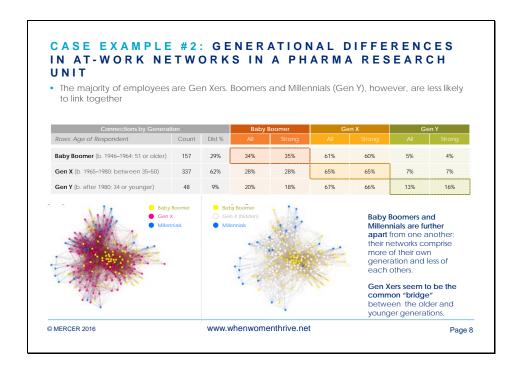
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COMPANY - MOVII Case example #1: Professional Co	NG FROM DATA	TO AC	TION	Sample Out
Objective: Develop a holistic diversity & inclusion strategy across two business regions	Drivers of workforce	e outcomes ac		
Work Activities: Examined drivers of	Select Drivers/Predictors	Retention	Promotion	Performance
retention, promotion, and high performance, drilling into effects by	Is a Millennial (30 or younger)	▼	A	A
gender, race/ethnicity and age	Is a supervisor	A	A	A
• Findings:	Is in sales	Θ	A	Θ
Findings: Supervisory and sales roles were linked to success, especially for women, yet women and minorities were less likely to hold such positions Millennials and minorities highly	Reports to a top-rated manager	A	Θ	A
	Received a high rating (last year)	A	A	A
	Promoted (last year)	A	▼	Θ
	Annual merit increase (last year)		A	A
·	Bonus Award (last year)	A	A	A
 Millennials and minorities highly valued access to top-rated managers 	Utilization %	▼		A
Past ratings and associated feedback as well as careers highly valued relative to financial rewards, especially for diverse talent Those highly utilized not more likely to stay after accounting for performance rating	Actions Identified: Ensure equitable access to: Strengthen supervisory train unconscious bias: Weight effective coaching merous of feedback as part to: Emphasize equity in promot talent Ensure employees have opp	ning to ensure ef nore heavily in su of the value prop tion to ensure va	fective manager upervisor reward losition lue proposition f	ment and limit ds for diverse

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CASE EXAMPLE #3: TECH COMPANY HARNESSING WHEN WOMEN THRIVE DIAGNOSTICS

- Strengths
 - Gender differentiated health & benefits programs
 - Pay equity practices
 - Leadership engagement in D&I
- Opportunities
 - Engagement of managers and men
 - Talent management and career development:
 - Review of performance ratings by gender to ensure against any adverse impact
 - Consideration of talent management programs such as high potential acceleration, mobility/rotation, formal executive sponsorship
 - Re-evaluation of competencies linked to progression and success
 - Understanding the "success profile" what experiences lead to promotion
 - Retention of senior female talent

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	BREAK	

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Overview of our WWT Research Findings

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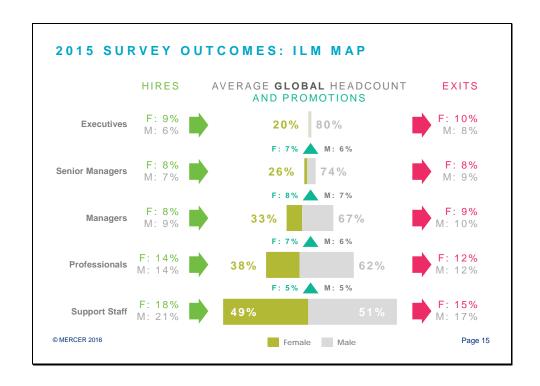
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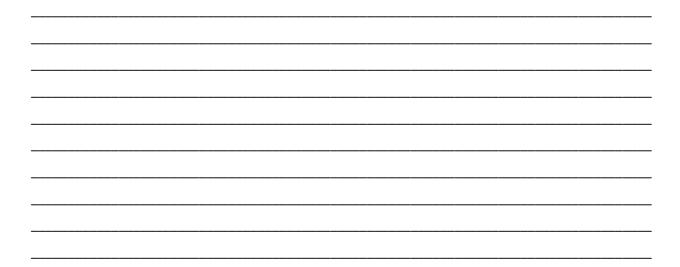
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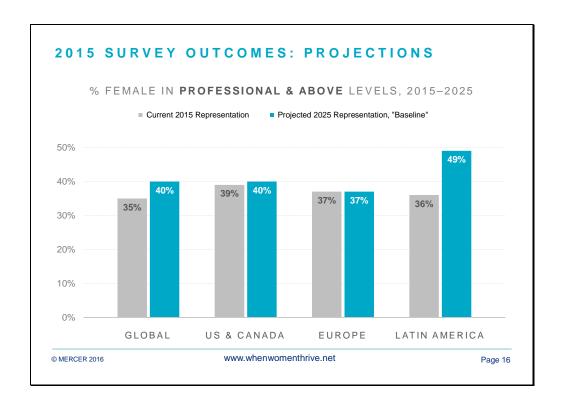
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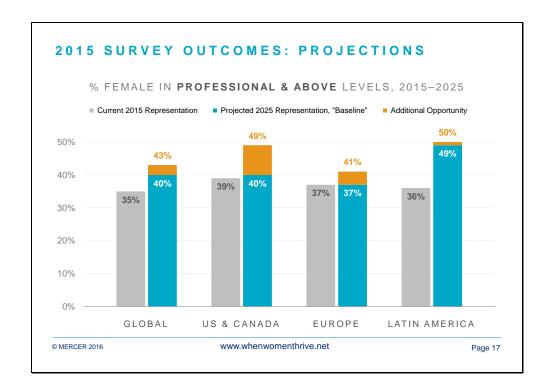
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KEY FINDINGS: TOP 3 GLOBAL TRENDS



Current hiring,
promotion and retention
rates are insufficient to
create gender equality by
2025



Organizations are failing to build **future pipelines** of female talent



Increased focus on hiring and promoting women into executives ranks not supported by systemic practices

Page 18

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GROUP ACTIVITY: EVALUATING THE 6Ps IN YOUR ORGANIZATION	

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ROUNDTABLE "ROUND-ROBIN" DEBRIEF

Share a trend, an unique success, a takeaway, or an "a-ha moment" you had during your table discussion.

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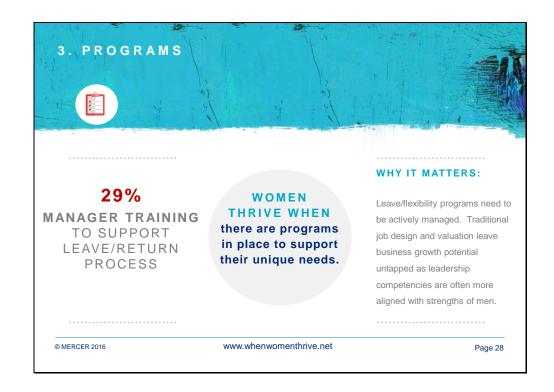
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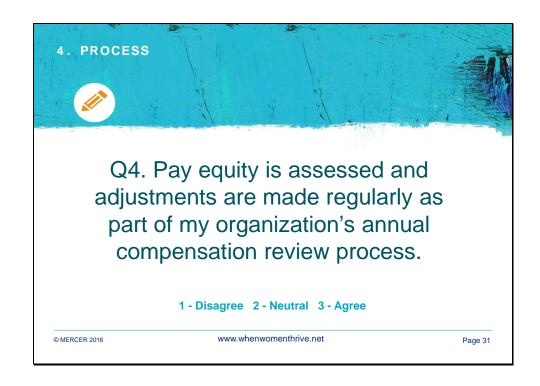
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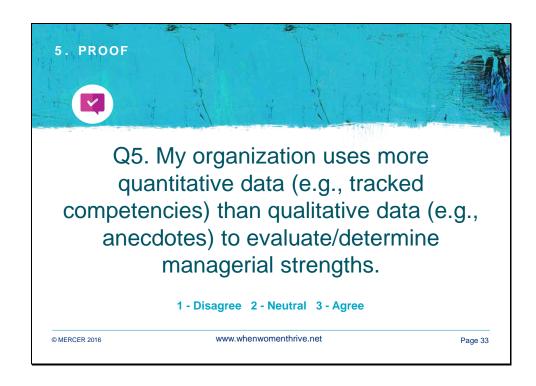
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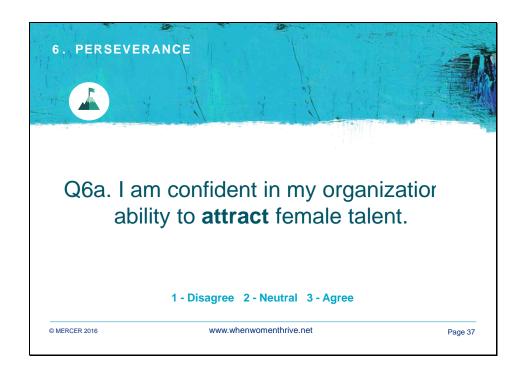
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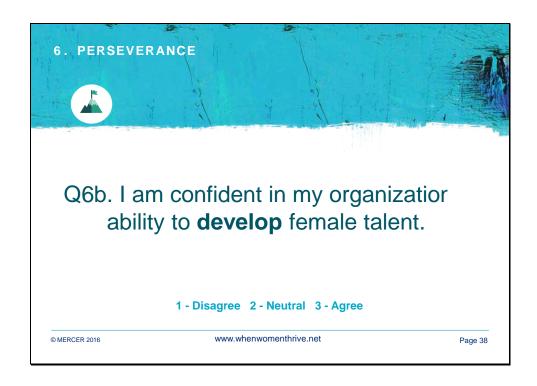
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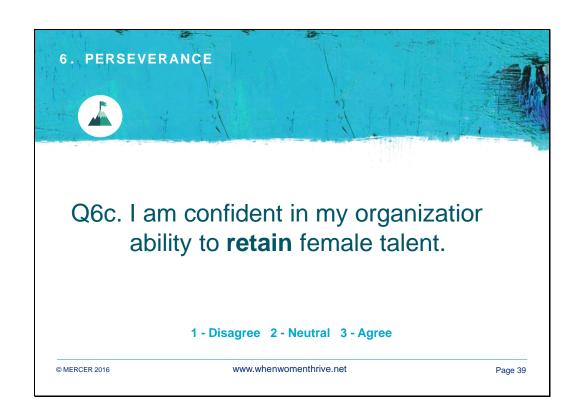
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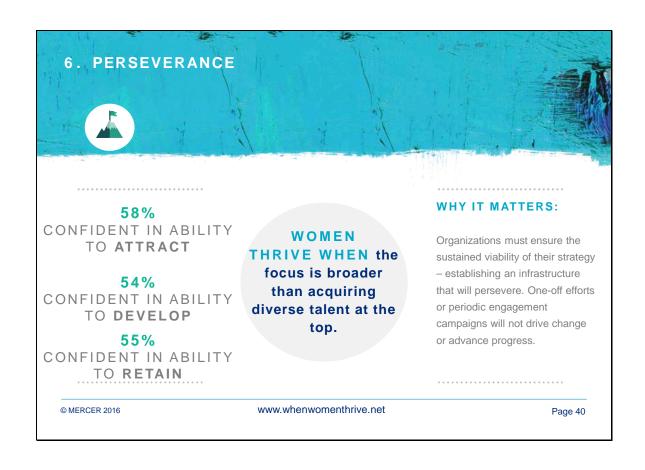
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ROUNDTABLE "ROUND-ROBIN" DEBRIEF

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