

# Leveraging the power of our differences

Diversity & Inclusion services



*Do you have the right team to meet your goals today and tomorrow?*

*Is your business agile enough to take on the Diversity & Inclusion challenge?*



## *The business case for Diversity & Inclusion*



**Diversity disclosure mandated**  
Bursa Malaysia has mandated public listed companies to disclose their diversity policies in Annual Reports<sup>1</sup>, covering gender, ethnicity and age for board and workforce.



**Improve financial performance**  
Compared to their less diverse counterparts, diverse organisations are 45% more likely to improve market share<sup>2</sup>.



**Gain a competitive edge**  
85% of CEOs whose organisations have a Diversity & Inclusion strategy say that it has improved the bottom line<sup>3</sup>.



**Tap on new talent pools**  
In 93 of 129 countries<sup>4</sup>, women make up the majority of tertiary degree holders. By 2025, one in every three employees will be a millennial<sup>5</sup>.



**Better employee retention**  
When employees feel that they have a more diverse and inclusive workforce, turnover is almost 20% lower<sup>6</sup>.

<sup>1</sup>For Annual Reports issued on or after 2 January 2015.

<sup>2</sup>Center for Talent Innovation (CTI), New York, 2013.

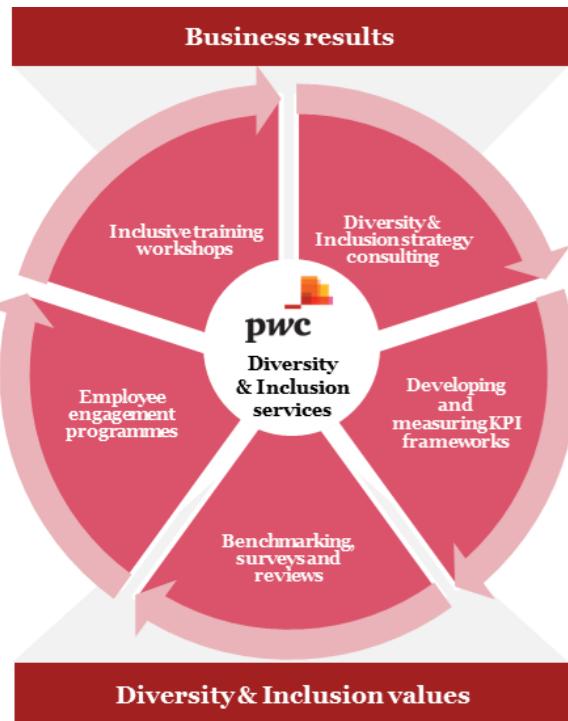
<sup>3</sup>PwC, 18<sup>th</sup> Annual Global CEO Survey, 2015.

<sup>4</sup>World Atlas of Gender Equality in Education, UNESCO, 2012.

<sup>5</sup>Business and Professional Women's Foundation, Gen Y Women in the Workplace, 2011.

<sup>6</sup>The Corporate Executive Board Co., 2013.

# Cultivating Diversity & Inclusion for business results



Part of our People & Change Practice, our Diversity & Inclusion services are fuelled by meaningful analytics.

We can help you to identify workforce needs, develop strategies to meet those requirements and implement them effectively – so you can do more with more.

Whether you have an existing diversity & inclusion initiative or are just launching one, our strategies incorporate deep expertise in organisational change and business strategy for lasting change.

## Diversity & Inclusion strategy consulting

- Develop a diversity strategy that adds to the growth of the business.

## Developing and measuring KPI frameworks

- Use data analytics to establish measures and targets to drive the achievement of business and diversity goals.

## Benchmarking, surveys and reviews

- Understand employee needs, critical diversity issues, and how diversity relates to business success.

## Employee engagement programmes

- Ensure that performance management, career development, compensation and benefits, rewards and recognition, and other policies and system are aligned with the diversity strategy.

## Inclusive training workshops

- Provide recruiting, succession planning, work-life, training, networking, and mentoring solutions to address critical needs.



## Contact us if...

- You want your Diversity & Inclusion initiatives to gain traction.
- You want to align your Diversity & Inclusion strategy to HR and corporate strategy.
- You want to build a business case to get the buy-in from senior management.
- You want standards and measures to track progress and ROI.
- You want access to a "one stop shop" that offers a large network of proven Diversity & Inclusion professionals, knowledge, experience and solutions.

## Get in touch

Every Diversity & Inclusion solution is customised according to our client's specific needs. We work with our clients to help them discover where they are and where they want to go. Connect with us to find out more.



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