



THE WEBINAR WILL BE STARTING SHORTLY



DISRUPTIVE HR

#BetterNormal: Diversity and Inclusion







# DISRUPTIVE HR

#BetterNormal: Diversity and Inclusion



# WHAT WE'LL COVER

1. Why traditional approaches rarely work
2. New approaches and trends
3. D&I Tech
4. The role of HR
5. Questions



**EACH**

**EMPLOYEES**

ADULT CONSUMER HUMAN



# TRADITIONAL APPROACHES

COMPLIANCE  
FOCUSED

CHARISMATIC  
PERSONALITY

FIX THE  
DIFFERENCE

SHAMING AND  
FINGER  
WAGGING

BUSY BEES

# NEW APPROACHES

GOING DEEPER  
WITH DATA

IT'S THE  
SMALL THINGS

FOCUS ON THE  
CONVERSATION

MAKING  
INCLUSION  
EASIER

MAKING BIAS  
HARDER  
THROUGH TECH

GOING DEEPER WITH DATA

**GoDaddy**


**GAP**



IT'S THE SMALL THINGS

“Micro-inequities” and “micro-inclusions”

**GoDaddy**

 **Amplitude**

## FOCUS ON THE CONVERSATION

# Bank of America



“Courageous  
Conversations”

# Freddie Mac

“A genius of  
opposites”

# SUPPORTING MANAGERS TO HAVE BETTER CONVERSATIONS

## Meeting Starters..

- Do you feel heard at work when you speak? If not, why? What would make you feel heard?
- Do you feel recognized for your unique strengths and skills?
- Do we, as a team, honour your personal needs?
- Do you know the personal stories of your team members?
- What are the biggest barriers to your success and what role can I play in helping remove them?



Coming Soon!!!!



# MAKING INCLUSION EASIER

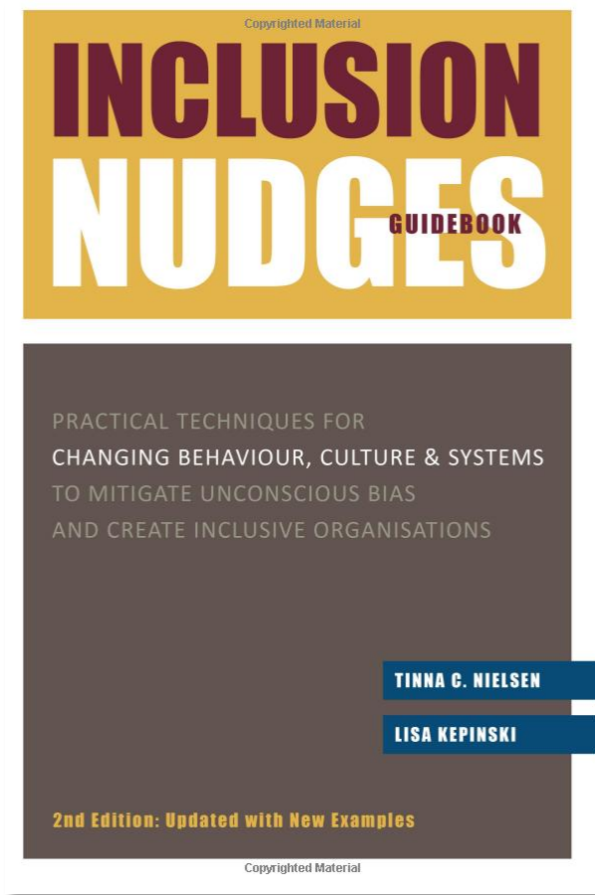
The 'truths' about human behaviour that we need to factor into D&I

1. We're programmed to think emotionally
2. We want to be like everyone else
3. We're lazy and will do what's easiest including:
  - thinking the way we always have,
  - hiring people like us
  - behaving as we always have done



HUMAN

# MAKING INCLUSION EASIER



‘Re-framing’



# REMOVE THE TRIGGERS/BUILD IN CHECKS



**PTR**

Preference?

Tradition?

Requirement?





SAME SAME  
BUT DIFFERENT

SAME SAME  
BUT DIFFERENT



A large, stylized graphic of an orange powder explosion or burst, centered on the page. The explosion radiates outwards from a central point, creating a starburst effect with various shades of orange and yellow. A white circle is superimposed over the center of the explosion.

# **EMPLOYEE PERSONA**



## EXPANDING YOUR INCLUSION

Autism &  
Aspergers

J.P.Morgan

Introverts  
& Extroverts



Social  
Demographics



# DIVERSITY & INCLUSION TECH REVIEW

## Attraction & Resourcing



## Learning & Development



# DIVERSITY & INCLUSION TECH REVIEW

## Performance Management



zugata

## Leadership Development



MESH / diversity

## Engagement & Comms



limeade®



## Data Analytics



**EACH**  
**EMPLOYEES**  
ADULT CONSUMER HUMAN

# ADULT

HR..

- AVOID PUTTING ON MANDATORY D&I TRAINING
- CHANGE THE FOCUS FROM 'HELPING' DISADVANTAGED GROUPS
- EVERYONE HAS A ROLE TO PLAY

# CONSUMER

HR..

- USE INSIGHT AS MUCH AS DATA
- DEVELOP PERSONAS
- FOCUS ON THE OUTCOME – FEELING INCLUDED AND VALUED

# HUMAN

HR...

- CHANGE OUR LANGUAGE
- ENCOURAGE OPEN AND HONEST CONVERSATIONS
- FOCUS ON THE SMALL THINGS LEADERS CAN CHANGE
- DEVELOPING TOOLKITS TO RAISE AWARENESS AND SUPPORT MANAGERS





# #BETTERNORMAL WEBINARS

**FREE for Members of the Disruptive HR Club. Join the Club today and get your money back on today's webinar!**

Future of HR 3<sup>rd</sup> November

Employee Experience 11<sup>th</sup> November

Performance Management 12<sup>th</sup> November

Reward and Recognition 24<sup>th</sup> November

Health and Wellbeing 25<sup>th</sup> November

Employee Engagement and Comms 8<sup>th</sup> December

Talent Management 10<sup>th</sup> December

Recordings of previous sessions are available on the Disruptive HR Club



THANK YOU AND GOOD LUCK!

[www.disruptivehr.com](http://www.disruptivehr.com)