

KEYNOTE

**Your diverse talent
is here! Now what?
– Building an
inclusive culture to
retain and grow
women at all levels.**

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**DIVERSITY
AND INCLUSION**

Your Diverse Talent is Here! Now What?

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CONGRATULATIONS!



Agenda

- Building Inclusion
 - Building blocks for successful I&D
 - Factors to consider
 - Which data analysis?
 - Which types of programs?
- Mentor vs. Coach vs. Sponsor
 - Mentor vs. Coach
 - Sponsor
- Quiz – Which one do you think?
- Q&A

The views expressed herein are those of the author and should not be attributed to the IMF, its Executive Board, or its management.

Building Blocks for Successful I&D

Inclusion

Everyone has a responsibility

Programs for All

Inclusive Leadership

Embed in values or core
competencies/behaviours

Diversity

Managers have primary responsibility

Targeted Programs

Set targets

Data and Analytics

Integral to Full Employee Life Cycle
Accountability

CEO Engagement
Business Case

Building Inclusion – Factors to Consider

- **Companies/Organizations**

- ▶ D, E, I, & B Maturity Level
- ▶ Culture
- ▶ Resources
- ▶ Consider incremental change

- **Individuals**

- ▶ Stage in career
- ▶ Career ambitions
- ▶ The Platinum Rule

Which Data Analysis?

- Stock and flows
 - ▶ Representation at different levels
 - ▶ Hiring (external and internal)
 - ▶ Promotion rates/shares
 - ▶ Years in role
 - ▶ Retention
- Participation in programs
- Participation in career critical assignments
- Pay gap analysis

DON'T FORGET TO LOOK AT INTERSECTIONALITY, IF POSSIBLE

Which Types of Programs?

- **Career development**

- ▶ Mentoring, Coaching, Sponsorship
- ▶ Leadership development
- ▶ Emotional intelligence
- ▶ Courses/Engagements relevant to your industry

- **Career enablers**

- ▶ Flexible work arrangements
- ▶ Parental leave for men
- ▶ Return-to-work program
- ▶ Dependent care assistance

- **Managers**

- ▶ Unconscious bias and micro-behaviours
- ▶ Anti-harassment/bullying
- ▶ Inclusive interviewing skills
- ▶ Emotional intelligence
- ▶ Creating psychological safety

Mentoring, Coaching, Sponsorship

“A coach talks **to** you,
a mentor talks **with** you, and
a sponsor talks **about** you.”

Catalyst: Coaches, Mentors, Sponsors: Understanding the Differences, 6 September 2019

Mentor vs Coach - Purpose

Mentor

- Helps navigate workplace culture, challenges, and relationships
- Provides guidance on longer-term career path
- Acts as trusted advisor

- Informal or formal
- **Internal** or external
- Generally long-term relationship

Coach

- Helps navigate current job responsibilities
- Helps work through an immediate challenge
- Enhances performance

- Formal or informal
- **External** or internal
- Generally short-term relationship

Mentor vs Coach - Activities

Mentor

- Provides guidance on technical skills and competencies
- Shares knowledge and advice based on past experience
- Acts as sounding board for ideas in a safe space
- Helps you choose an appropriate path to achieve your career goals
- Answers questions

Coach

- Focuses on “soft skills” or behaviours
- Pushes you to explore different approaches, enabling self-discovery
- Provides development feedback outside the formal performance process
- Helps develop in current role
- Asks open questions

Sponsorship



Video: TED Talk: Carla Harris - How to find the person who can help you get ahead at work

Sponsor

Purpose

- Helps someone move up in their career

Activities

- Provides access to key assignments and people
- Speaks about the person behind closed doors
- Uses their influence

M, C, & S - Commonalities

- Enhance career development and personal growth
- Based on 1-1 relationship
- Work best when there is good rapport & trust
- Need to have clear objectives
- Contribute to a more equitable and inclusive work environment

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An employee has been in their role for over five years, receives great feedback during their performance reviews, and regular praise for the quality of their work. But promotion seems elusive.

ⓘ Start presenting to display the poll results on this slide.

In Closing

