

Diversity in Executive Leadership: How Can We Ensure it?

Mandy Turnbaugh, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

Introduction

For organizations in any industry who want to build strong well rounded teams, having a wide variety of leaders at the executive table is imperative.

I set out to discover how to level the playing field for all employees to ensure all are given the opportunity to succeed.

Why Diversity?

Having a diverse leadership team accomplishes the following:

- Represents the diverse workforce
- Gives a voice to all workers
- Encourages different ways of problem solving
- Attracts and helps retain top talent
- Provides role models for all workers
- Attracts a diverse customer base



Mentoring Benefits

Mentorship is mutually beneficial for both the mentor and mentee as well as for the company

Benefits for Mentees:

- Professional and personal growth
- Increase industry knowledge
- Build a strong professional network

Benefits for Mentors:

- Derive a sense of personal satisfaction
- Encourage the mentoring of others by mentee

Benefits for Companies:

- Increased job satisfaction and production
- Reduced turnover



Mentor and Leadership Program

I recommend a mentorship program with two phases:

Phase 1 – Shadowing

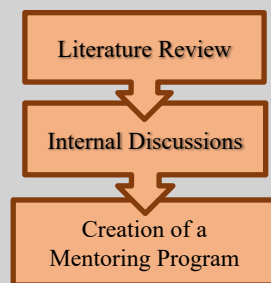
1-2 days a week shadowing an executive or a representative designated by the executive to learn what that department/division does.

After 22 weeks of shadowing the participant can choose 1-2 executives to meet with again to have any questions answered, before moving on to phase 2.

Phase 2 – Mentoring

Determine desired career path
Choose mentor
Accountability

Methods



“If you want to harvest in one year, grow a crop. If you want to harvest in ten years, grow trees. If you want a harvest that will last a lifetime, grow people.” – Chinese Proverb

Literature Cited

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