Diversity in Executive Leadership: How Can We Ensure it?

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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

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Methods

Literature Review
Internal Discussions
Creation of a Mentoring Program

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 mentor

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

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“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


