



THE SECRET TO ACCENTURE'S CULTURE

VIDEO TRANSCRIPT

Maria Rey Marston

0:05 Today we heard something very interesting. Company culture is not something you build, or you mandate.

0:12 It is actually something that gets built based on people that you bring in.

0:16 So, if you bring more diversity. If you include more different cohorts, as we have heard today,

0:22 different genders, different experiences, you build a culture that is richer.

0:28 And I think that is what helps people attracted to an organization and retained them.

Yolanda Friend

0:36 It is really part of that quilt, of that culture that I was talking about.

0:41 We have 35,000 individuals who are part of Employee Resource Groups in Accenture North America.

0:48 And these individuals are the people who we look to bring people together, create environments of safety,

0:56 create that psychological safety where people want to come and enjoy themselves,

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1:01 and talk freely, bring their authentic selves to work.

1:05 And me, personally, when I think of what is the secret sauce that Accenture brings to the table around culture,

1:11 I always look to our ERGs. Our Employee Resource Groups are the magic that brings all our people together.

1:17 And, in addition to that, they really serve as advisors to our leadership teams.

1:21 When things are happening in the world and we want to hear the sentiment of our people,

1:26 and devise a way forward that makes sense, and have that listening spirit, the Employee Resource Groups are the first place to go.

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