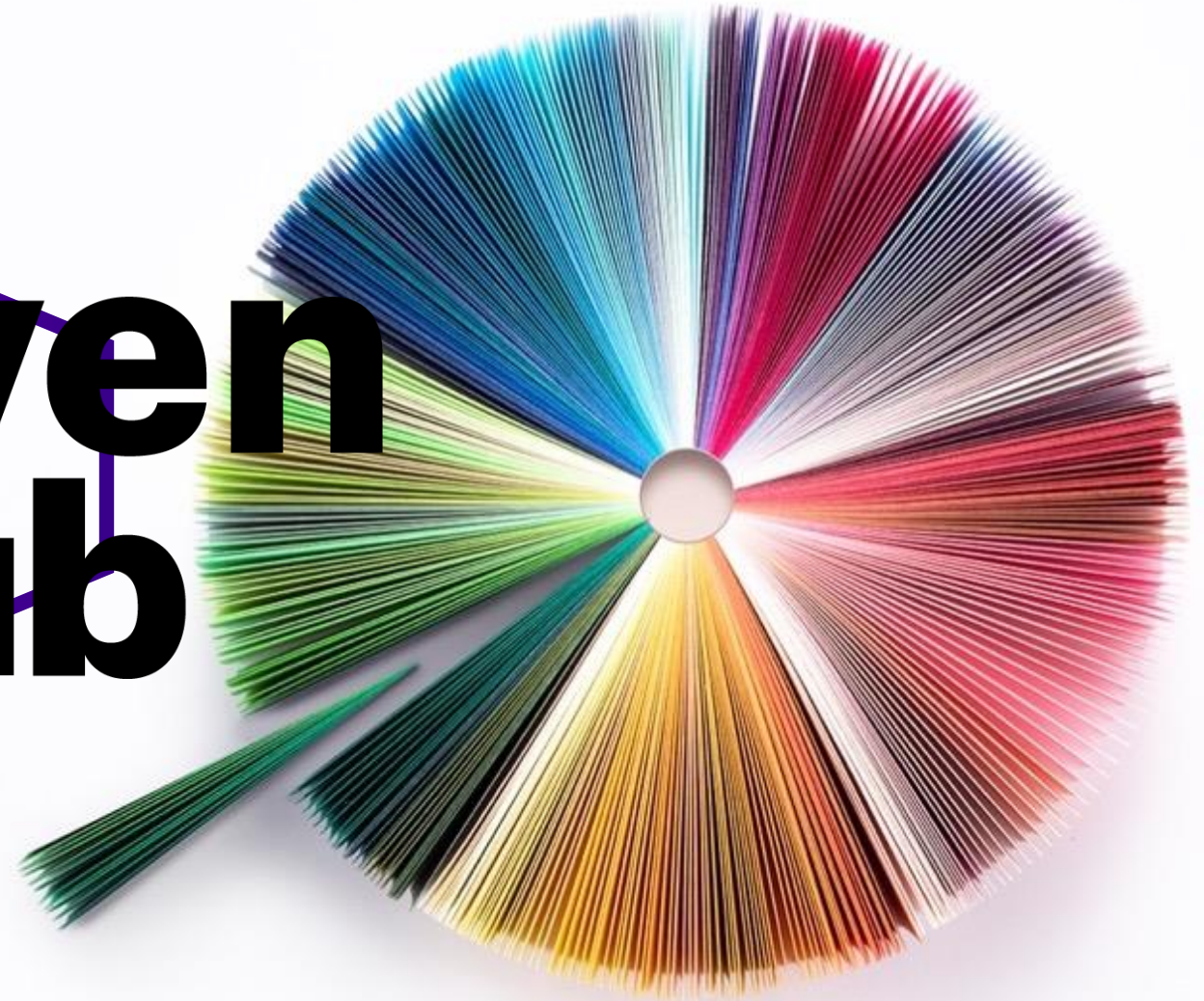


Eindhoven Talent Hub



Diversity & Inclusion in business perspective and the impact on virtual work during COVID –
Emphasized with research

AGENDA FOR YOU DURING THIS LUNCH

01

Accenture perspective on Inclusion & Diversity (I&D)

02

Cross-cultural differences & innovation within teams

03

Q&A



LET'S START WITH A VIDEO



#INCLUSIONSTARTSWITHI

[Inclusion Starts With I on Vimeo](#)

THE NUMBERS TO KNOW... WHY INCLUSION & DIVERSITY IS A TOP PRIORITY OF 77% OF BUSINESS LEADERS



Greater diversity leads to financial growth

Each **1% increase** in the rate of gender diversity resulted in an approximately **3% increase** in sales revenues



Diverse perspectives lead to innovation

Diverse teams out-innovate and outperform the competition; they are **45%** more likely to improve market share



Employees who are engaged are more productive

Leaders who give diverse employees equal airtime and an opportunity to 'speak up,' cause diverse employees to be **3.5 times** as likely to contribute their full innovative potential and productivity



Diversity also leads to financial returns above industry medians

Companies in the top quartile for gender diversity **were 15% more likely** to have financial returns **above** their national industry median, and companies in the top quartile for ethnic diversity were **35% more likely** to have financial returns **above** the national industry median



Companies that embrace diversity and are competent at inclusion enhance customer loyalty

78% of LGBT community and their friends and relatives would switch brands to companies known to be LGBT-friendly



Strong collaboration solves complex problems

Heterogeneous teams solve complex tasks **better** and are **more creative** than homogeneous teams

ACCENTURES' POINT OF VIEW ON I&D

Traditional I&D



Tech Enabled I&D

Many organizations will focus on standalone initiatives such as unconscious bias training which in itself is insufficient. A successful I&D strategy must include six key pillars



**STRATEGY &
VISION**



**OPERATING
MODEL &
PROCESSES**



**DATA &
ANALYTICS**



LEADERS



**LEARNING &
PROGRAMMES**



CULTURE

ACCENTURE NL - INCLUSION & DIVERSITY

ACCELERATE EQUALITY FOR ALL WHERE EVERYONE FEELS THEY BELONG

PRIORITIES

1. Make employees **conscious** about their **bias** to eliminate discriminatory behaviors

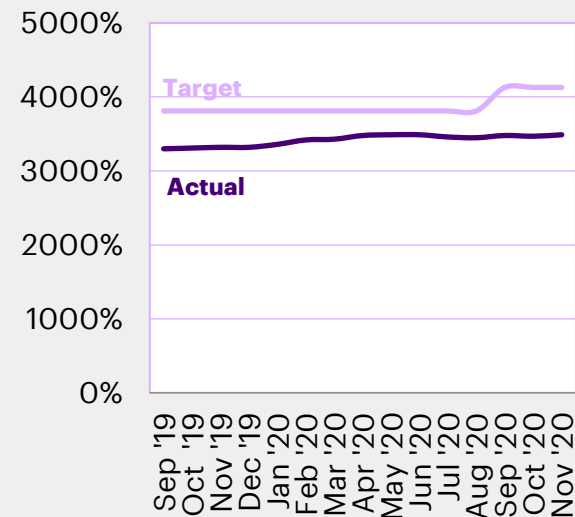
2. Support all employees to thrive in a **cross-cultural** environment, maximizing the business benefits of diversity

3. Strive for **gender equality** to create an inclusive workforce and to increase innovation and performance

4. Execute **ongoing initiatives**

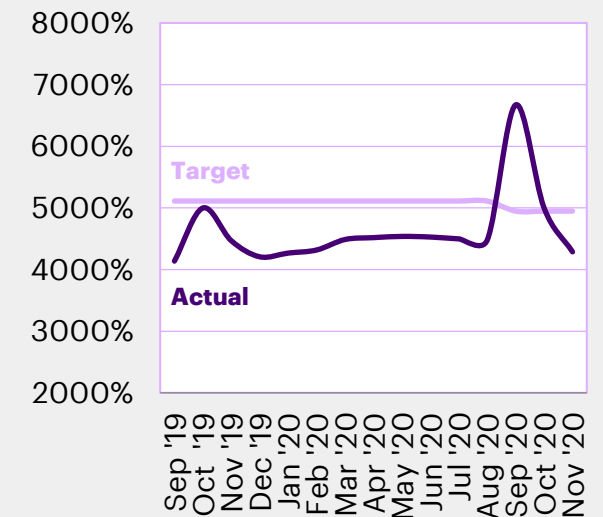
GENDER MIX %

Gender mix is slowly improving but still under target



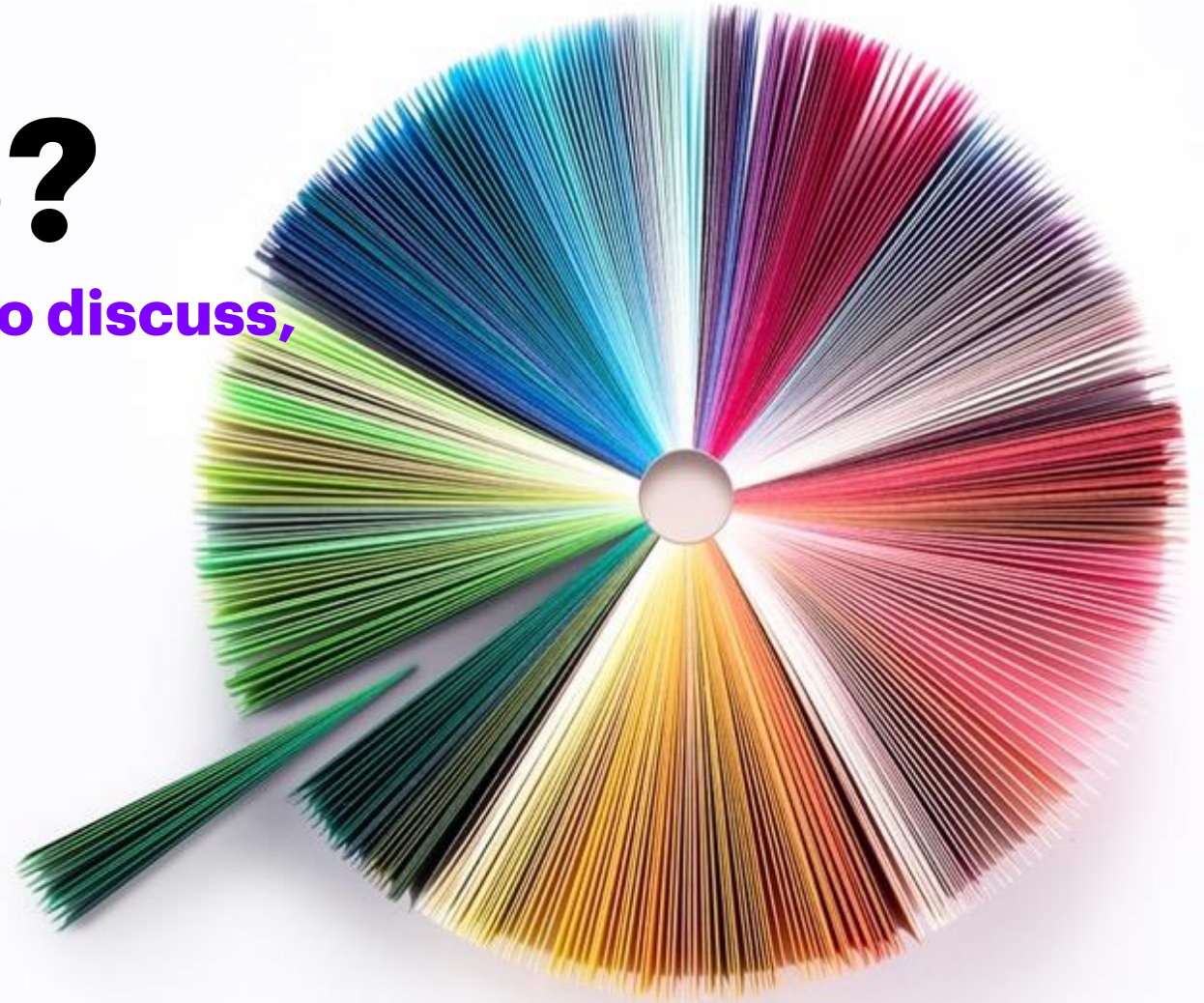
RECRUITMENT MIX %

Despite a short but major increase in September 2020, recruitment mix is under target



QUESTIONS?

**If there are things you would like to discuss,
please unmute yourself**



**THANK YOU
AND SEE YOU
AT THE NEXT
EDITION!**