

Talent management and DE&I

SAP SuccessFactors HXM as the ***diversity operating system***

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DE&I

We aspire
towards a
diverse and
thriving
workforce

D

To succeed, we
need to create a
workplace which
is...

E Equitable

I Inclusive

Organisational diversity should as a starting point **reflect the population!**

Why is diversity so important?



Zeitgeist

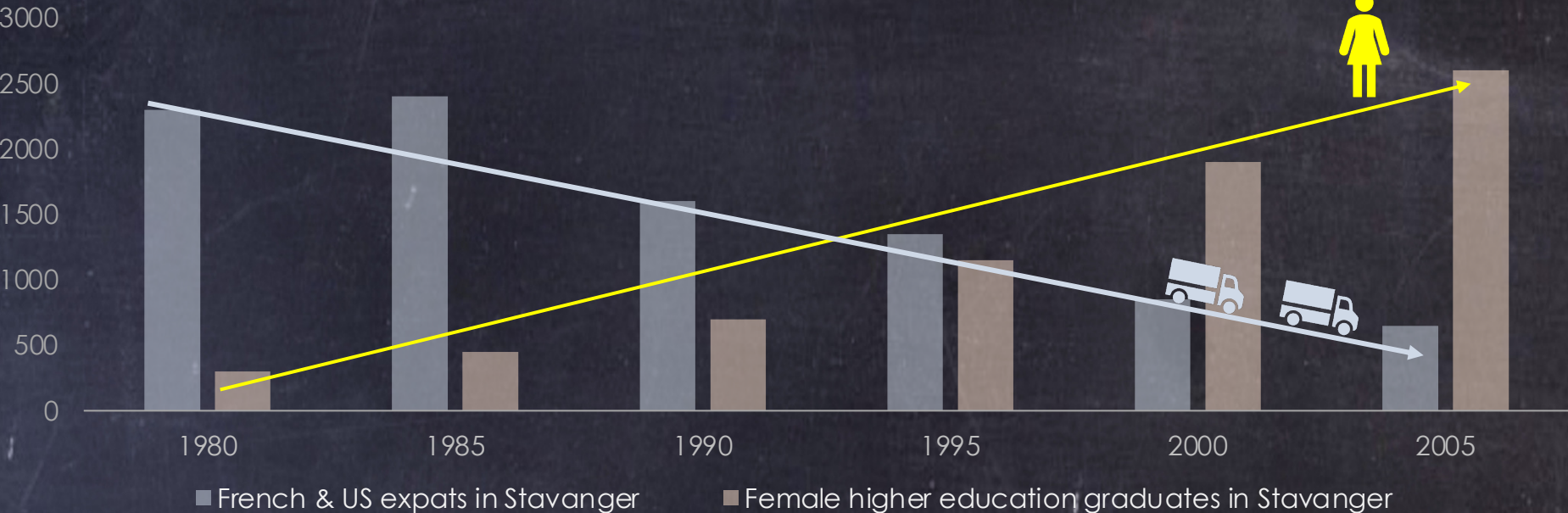


Population



Talent Shortage

Perfect storm





Organisms continually adapt to their environments, and the diversity of environments that exists promotes a diversity of organisms adapted to them.

Source: Opportunities in Biology, National Academic Press.

Diversity is a necessity to create sustainable leadership

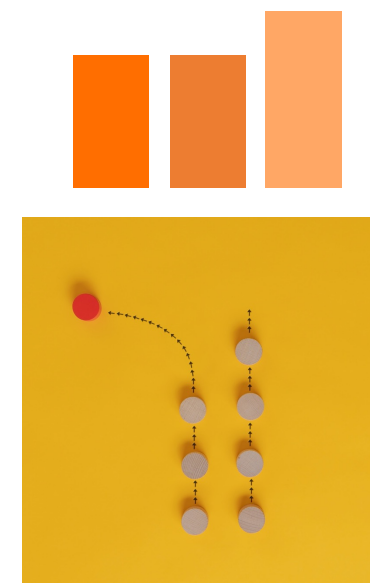
		EXECUTIVES STRATEGIC COMPETENCIES (Collective contributors)
	LINE MANAGEMENT TACTICAL COMPETENCIES (Collective contributors)	
EMPLOYEES SKILLS & KNOWLEDGE (Individual Contributors)		



Navigator



Problem solver



Pioneer



1. WE NEED TO ENSURE THE ORGANISATION HAS A
CLEAR DIALOGUE AND UNDERSTANDING OF WHAT
DIVERSITY IS TO THE COMPANY!

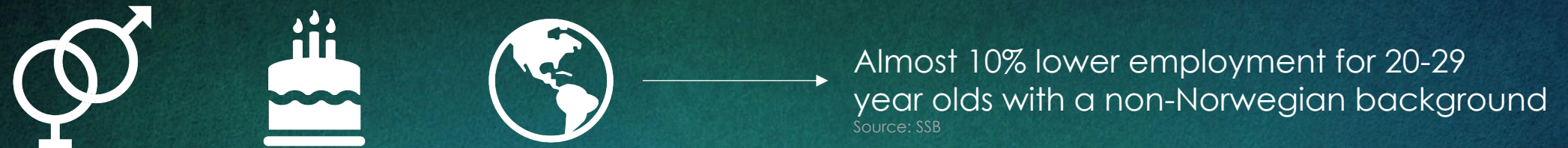


Gartner global study on workplace equity:

What percentage feel their workplace is overall equitable?



Source: <https://hbr.org/2022/07/how-fair-is-your-workplace>



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Do we have workplaces designed to create **thriving diversity**?

Regardless of...

1. Gender
2. Background (Ethnicity, Culture or Sub-culture)
3. Age
4. Personality
5. Experience
6. Life situation
7. **WHO YOU ARE!... Whole self... Many you!**

To get ahead you need to...

1. Network
2. Promote yourself
3. Manage your internal brand
4. Get a sponsor

It is like that because we do not have another way!



But to get ahead should **not**
be about who I am and who I
know! But all the amazing stuff
I can do!



Humans are hard
wired to discriminate!

It is how we work!

1. WE NEED TO ENSURE THE ORGANISATION HAS A CLEAR DIALOGUE AND UNDERSTANDING ABOUT WHAT DIVERSITY IS TO YOUR COMPANY!

2. WE NEED TO RECOGNISE THAT TO REMOVE HUMAN BIAS WE NEED AN UNBIASED DIVERSITY OPERATING SYSTEM TO SUPPORT US!



DEĞİ + HXMA = TRUE





- SAP Analytics and listening through Qualtrics ensures we can have a solid eye on diversity data – Eliminate direct or indirect discrimination!

But hard to fully eliminate discrimination if we do not have a better way to design our workplace:

- Digitisation opens up for us to work WHERE and WHEN it suits us
- Self service opens up for us to create work systems which enables people define their own needs – people can work HOW they want
- Litmos opens learning for everyone – not just those with the «sponson»
- **MAKE WORK ABOUT SKILLS!**
JPB, EC and Opportunity Market place makes both
 - People and what they can do visible
 - Opportunities available for everyone