

Frederickson Pribula Li

Talent Partner Update

2016 First Quarter

People, Talent & HR Trends

Diversity & Inclusion: the Good, the Bad, and the Ugly

- ❖ Top D&I leaders strive to make a systemic impact by implementing programs in middle schools and high schools in order to elevate the future Diversity talent pipeline.
- ❖ Forward-thinking companies are incorporating unbiased training into their talent management programs. The “color-blindness in the workplace” model has been deemed ineffective – it’s important to acknowledge and leverage one another’s differences in order to achieve positive relationships.
- ❖ There is a rising trend of Diversity as a PR stunt – companies that simply try to hit Diversity numbers are missing out on the multiple benefits of having inclusionary programs in play.

Learn More

[Fixing Diversity: What Cheryl Boone Isaacs and the Academy Should Have Said \(and Done\)](#)

(Frederickson Pribula Li)

[A lesson on how and why to make your company more diverse](#) (McKinsey & Company)

[Guide to maximizing our differences to build a high-performance team](#) (Ernst & Young)

[Josh Bersin’s take on why D&I in the workforce will continue to be a top trend in 2016](#) (Forbes)

[Statistical evidence for the benefits of gender-diverse board directors](#) (Credit Suisse)

Likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile

Ethnically diverse companies

35%

More likely to outperform

Gender-Diverse companies

15%

More likely to outperform

Source: McKinsey analysis

Current Searches

Chief People Officer – Peak 6

Global Vice President of HR – Kateeva

Vice President of HR – SRI International

Director of Talent Acquisition - Hologic

Sr Director HRBP (2) – Gilead Sciences

Director HRBP – Intuitive Surgical

Recent Placements

Chief People Officer – Counsyl

Chief Human Potential Officer – DAQRI

Chief Human Resources Officer – Jobvite

Global VP of Talent Acquisition – Acxiom

Head of Diversity – Yahoo

Diversity Engagement Leader – Facebook

Our Clients



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