Harvard Business Review states “…diverse companies enjoyed better overall ﬁnancial performance” (Levine, 2020).  I wholeheartedly agree with this statement and would even argue that fostering a culture of diversity creates space for more innovation to take place in any organization, especially the workforce. I have been employed at a Fortune 100 Company for the past 4 years that ranks 46th in the US for Best Workplace for Women in 2020 (Fortune, 2020).  The company is comprised of 60% women and 40% men, well above the 20% minimum threshold that Lorenzo mentions in her TED Talk for creating diverse change in an organization. It’s easy to see that diversity is one of the biggest areas that the company invests/prides itself in, as this diversity has been one of the largest contributors to our business growth year-over-year.

I recently had the privilege of piloting an outsourcing program for my current employer that consisted of training another culture on our processes and procedures within a specific department consisting of many sub-teams with different workflows. One of the key biggest factors that has contributed to our success in this program is our ability to understand one another’s culture. In learning more about their culture and what is important to them, I have been able to garner their trust and buy-in to the training process. However, this has only come through many conversations and time taken to truly understand their culture.

Citations:

*Fortune best workplaces FOR Women™ 2020*. Great Place to Work®. (n.d.). <https://www.greatplacetowork.com/best-workplaces/women/2020?category=large>.

Levine, S. R. (2020, January 15). *Diversity confirmed to boost innovation and financial results*. Forbes. <https://www.forbes.com/sites/forbesinsights/2020/01/15/diversity-confirmed-to-boost-innovation-and-financial-results/?sh=5199b1ec4a6a>.