

# IIZ Winter School 2023

Reinvent productivity: The balance that works for your diverse employees

# Presentation flow

## Productivity

1. What is productivity?

Who is at the centre of Productivity?

## Workplace trends

1. How productivity has been reinvented.

Current workplace trends post Covid.

## Diversity

1. Definition

2. Types of diversity in the work place.

3. How to incorporate and manage diversity in your work place

4. Benefits of managing diversity.

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# What is Productivity



<https://blog.hubstaff.com/employee-productivity>

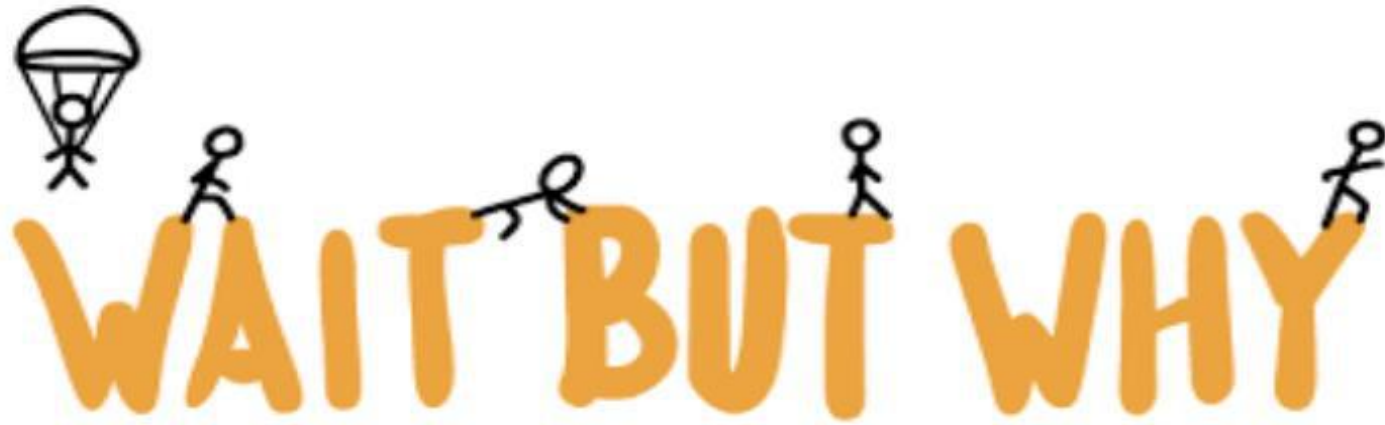
**BetterUp** 



# Who is at the centre of Productivity

# Human Capital



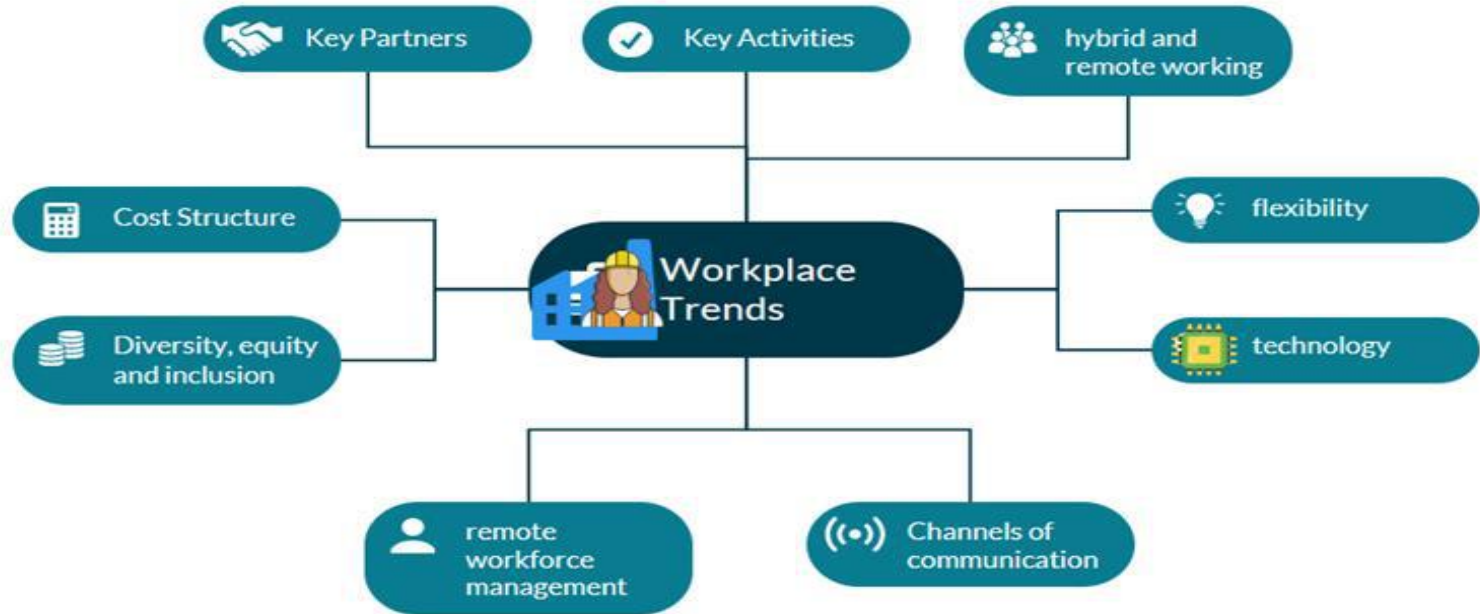


WAIT BUT WHY

*Do we need to reinvent productivity*



# Workplace Trends



# Hybrid and Remote work



Employees can split their time between working remotely and working in the office

Model provides flexibility and savings of money and time to employees and allows companies

# Flexibility



Remote work has given employees more control over their work-life balance.

Flexible work arrangements have been shown to increase employee productivity and employee satisfaction.

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# Technology



Now, companies are investing in more tools and technology that allow for seamless communication and collaboration among remote teams.

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# Remote workforce management



Management of remote companies are recognizing the importance of remote workforce management and are investing in new training for managers of hybrid and remote teams

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# Diversity

# Diversity

When an organization proactively runs a workplace, they include individuals that are unique

This kind of inclusion in the workplace is what makes it diverse

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# Types of diversities in the workplace


1. Cultural diversity
2. Linguistic diversity
3. Socioeconomic diversity
4. Racial diversity
5. Gender diversity

# Types of diversities in the workplace

6. Geographical diversity.
7. Disability diversity
8. Religious and spiritual beliefs diversity(or lack thereof).
9. Age and generation diversity-



# How to incorporate and manage Diversity in the Workplace



While your hiring practices play a crucial role in fostering a diverse and inclusive workplace culture, there are other diversity initiatives you should be putting in place for your current workforce.

The following are some effective steps to managing a diverse workforce.....

# Compelling Communication

- Building good communications is critical to maintaining a diverse team engaged and everyone on the same page while managing diversity in the workplace.
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# Foster Open-mindedness


A company that wants to promote employee diversity and inclusion must help staff members accept one another for who they are while managing diversity in the work

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# Leadership/ Management

Management can implement policies that either encourage or discourage workplace diversity

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Take a Cue from the  
Businesses That are Doing it  
Well





Encourage Employees to  
Report Instances of Bias and  
Discrimination at Work

# Maintain Transparent Policies

Make sure your staff policies are in line with your equality documentation, which should cover recruiting, compensation, and promotions.

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# Equality

Evaluate coworkers based on their performance on the job rather than on their attributes.

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# Sensitivity Training

Spend money on sensitivity training and develop a respect- and equality-based culture for managing diversity.

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# Encourage Diverse Teams


Practice inclusivity and provide equal opportunities to all employees.

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# Hiring Practices

What benefits do organisations derive from incorporating and managing diversity?



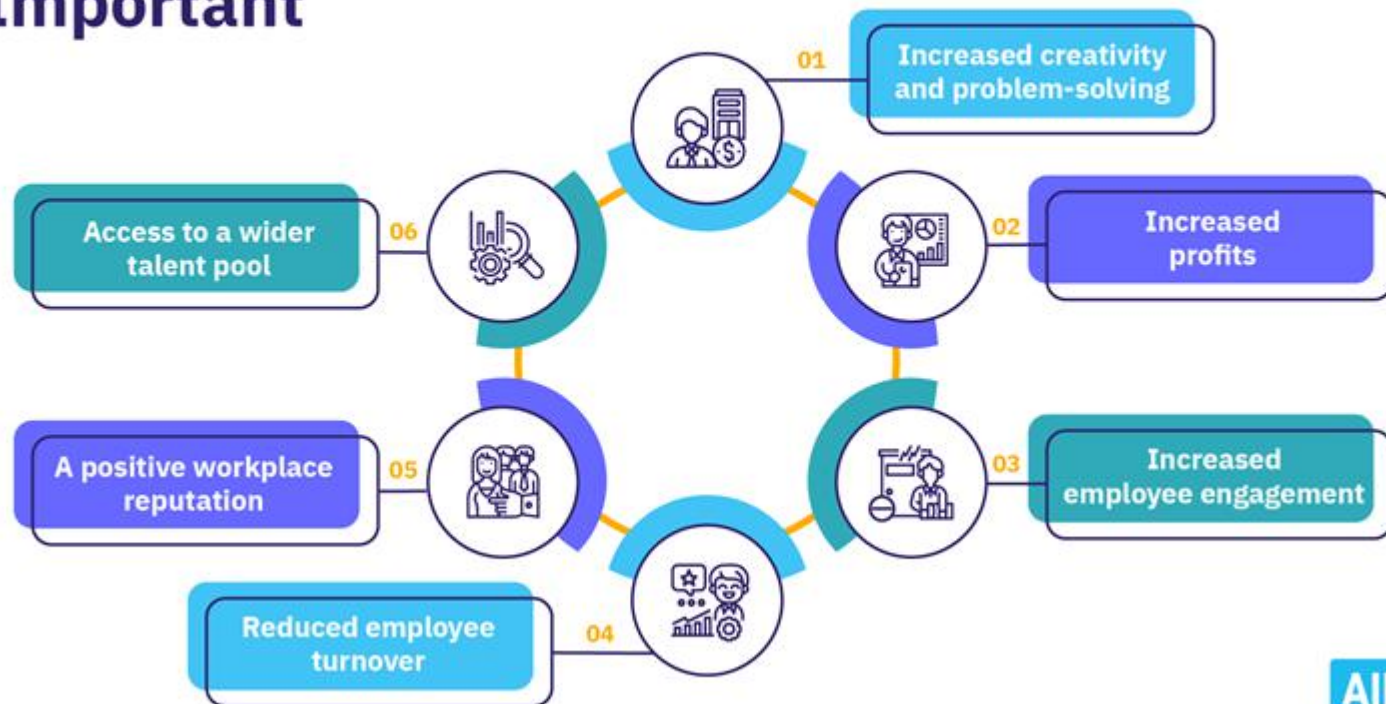


1. Workplace diversity has many other immediate and tangible benefits related directly to your company's bottom line.

2. Workplace diversity is not just a politically correct fad - it is a serious competitive advantage



# Why Diversity in the Workplace is Important



In conclusion.....

*Leveraging diversity in the workplace creates a balance between good business productivity and a happy employee*



A purple rectangular tag with a hole on the left side is tied with a yellow ribbon. The tag has the words "Thank you!" written in a black, cursive font. To the right of the tag is a white daisy flower with a yellow center. The entire scene is set against a rustic, light-colored wooden background.

Thank  
you!