



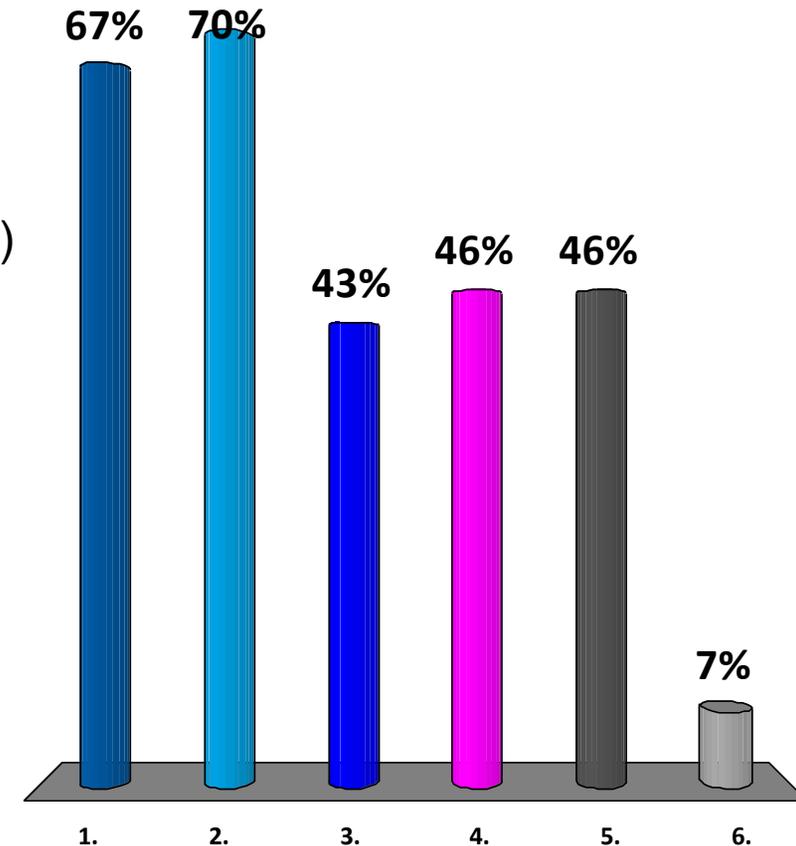
Interactive Workshop

Instant Poll Results



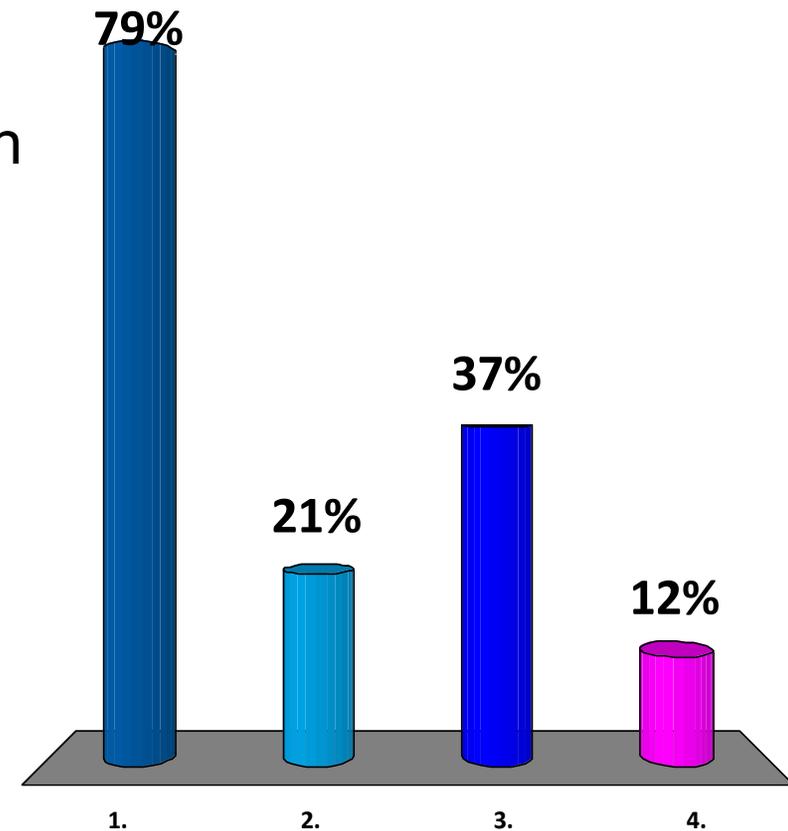
Which of the following, if any, have you seen in your organization? (select all that apply)

1. Subjective vs. objective selection criteria (“right fit”, “safe pair of hands”)
2. Decision making in informal conversations that exclude some decision makers (“where’s Madeline”)
3. Favorable view of women for alpha male characteristics (“loves a drink, “great on the golf course”)
4. Favorable bias towards employees already in the “fast track” program
5. Negative expectation of future maternity (“is she a career woman, in it for the long slog?”)
6. None of the above



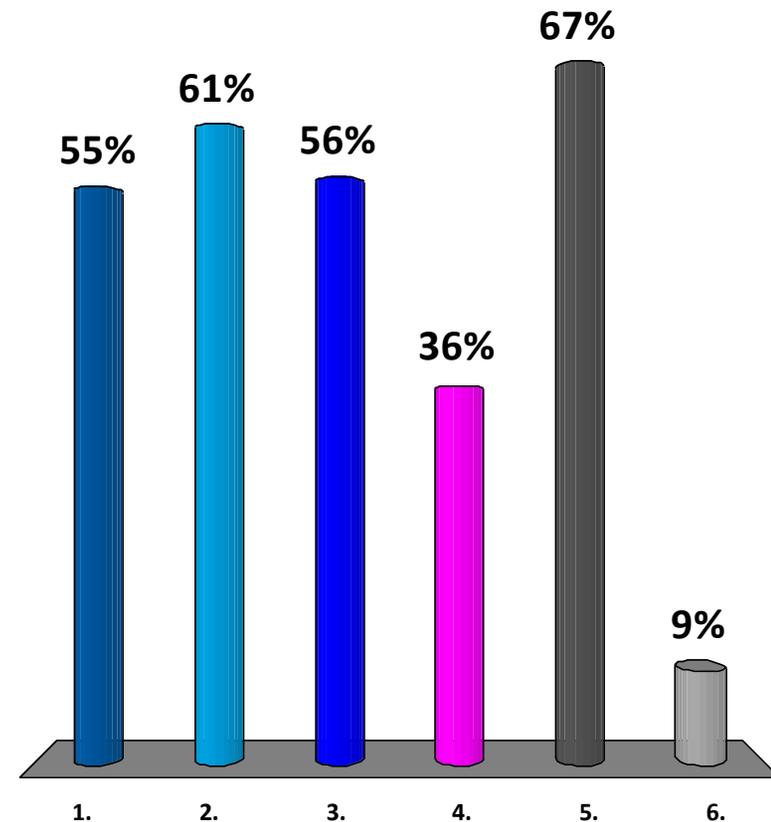
What reasons, if any, could be contributing to the different leadership styles at play? (select all that apply)

1. Marsha identifies with the “command-and-control” management style of senior colleagues and role models such as Bob
2. Joseph has had exposure to a broader range of professional experiences and a culture encouraging critical thinking
3. Marsha and Joseph have different personalities and cultural backgrounds
4. None of the above



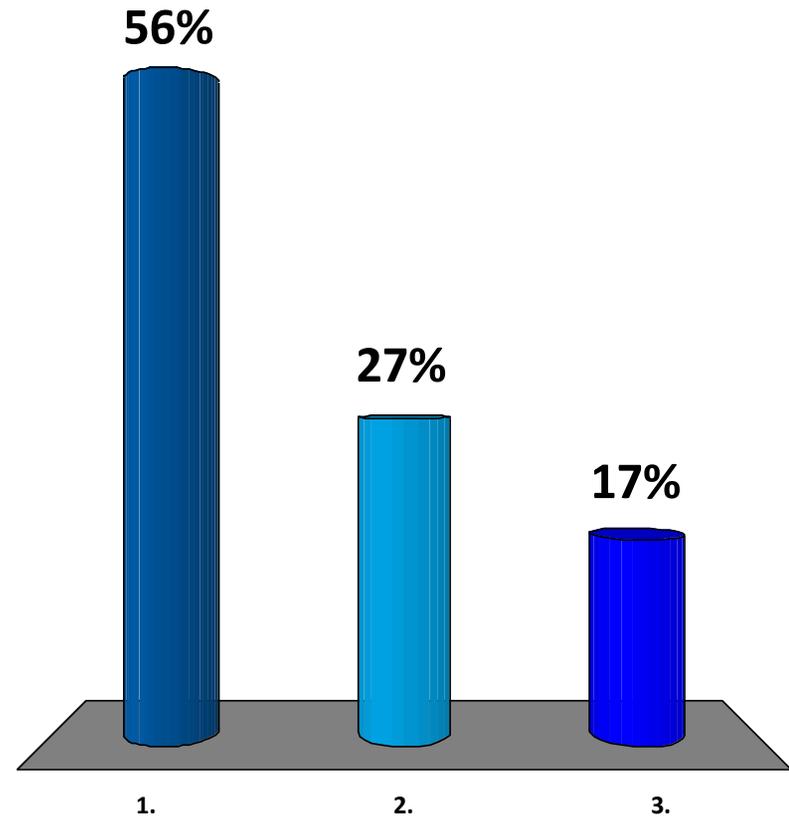
Which of the following, can you envisage your organization implementing, to setup managers for success as diversity champions? (select all that apply)

1. **Focus on value creation** over preserving the “status quo”
2. **Define measures of success** beyond quarterly financial results
3. Encourage **personal manager commitment to diversity** initiatives and **recognise positive results**
4. Initiate **training sessions** with role play exercises and **reverse mentoring** promoting empathy
5. Foster a **culture of transparency** where assumptions and biases can be challenged **without judgement or fear of failure**
6. None of the above – I can’t envisage my organization doing any of these



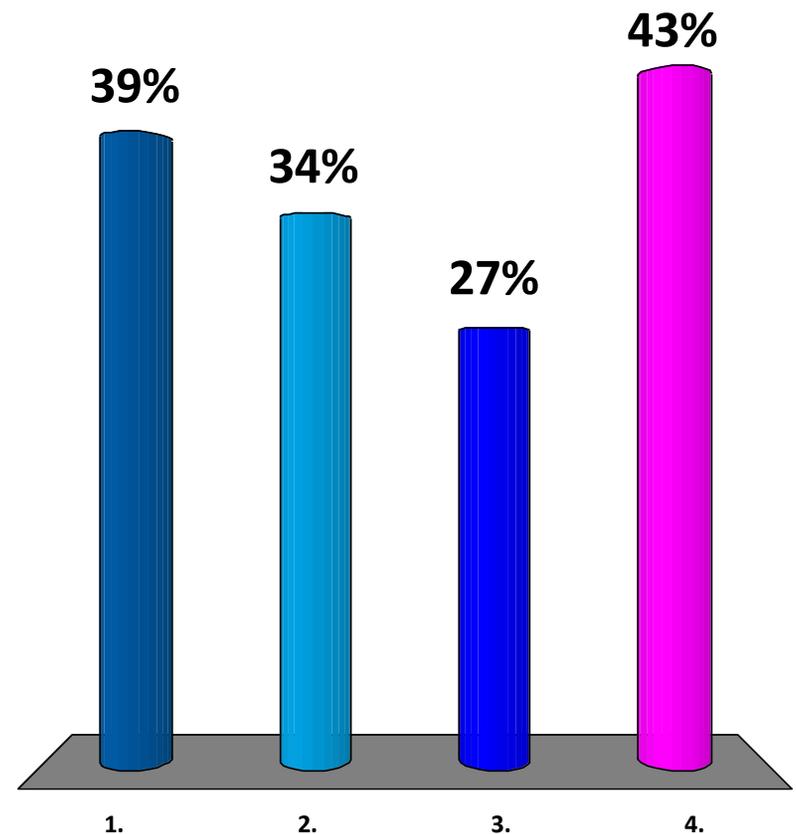
Does your company have a process, formal or informal, for identifying high-potential employees?

1. Yes
2. No
3. I don't know



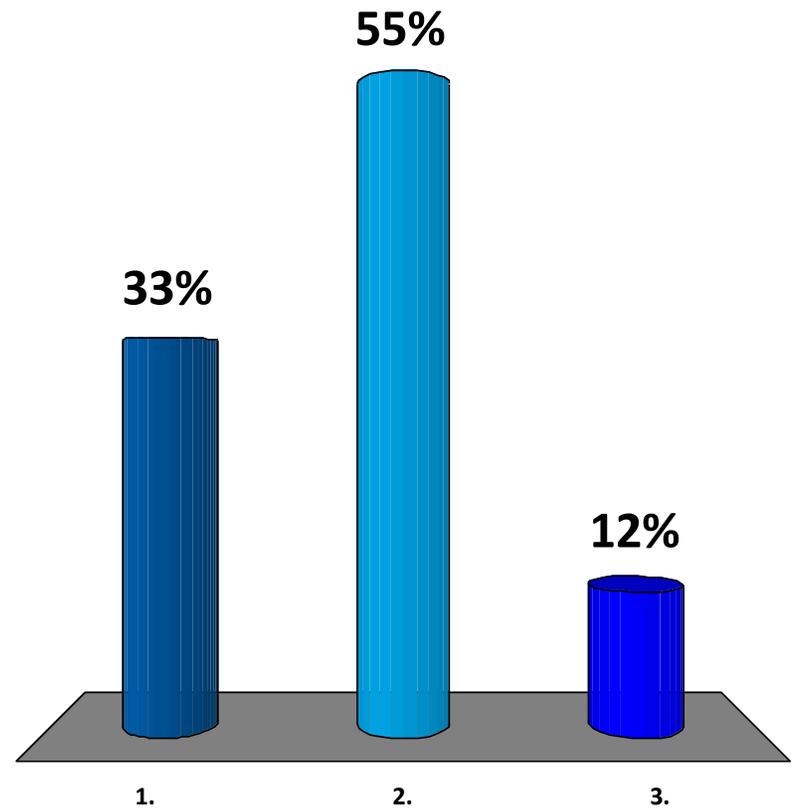
In the last 12 months, has your manager talked to you about the following? (choose all that apply)

1. Your next career move
2. Your skills development needs to be promoted
3. Your place in the company's succession plan
4. None of the above



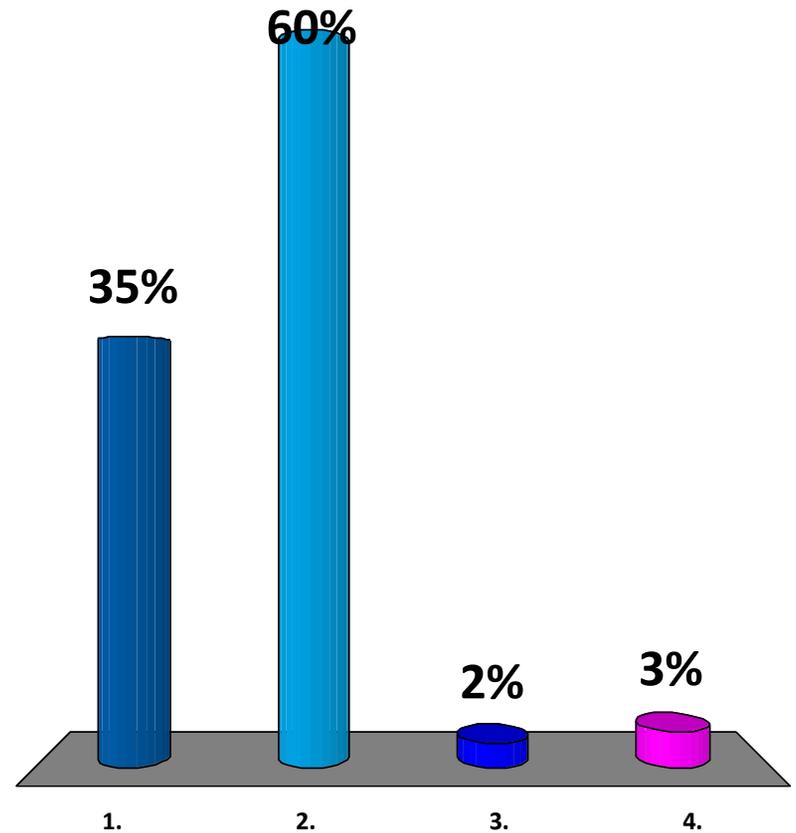
Do you currently have a sponsor?

1. Yes
2. No
3. I don't know



Today's session has inspired me to make a positive difference...

1. Strongly agree
2. Agree
3. Disagree
4. Strongly disagree





Enact

S O L U T I O N S

info@enactsolutions.com



@EnactSolutions #EqualityDiversityInclusion