

PHILIPS

sense **and** simplicity

**Brabant bekend kleur,
Philips ook !**

Human Resources Benelux
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Scope of Diversity & Inclusion (Source: Corp. HR)

Diversity:

At Philips, the term “diversity” symbolizes that we want to reflect diversity in our own organization. We recognize that marketplaces and communities are made up of individuals: men and women from different nations, cultures, ethnic groups, generations, backgrounds, skills, abilities. We must mirror our markets and customer base.

Inclusion:

The term ‘inclusion’ symbolizes an environment where everyone can fully participate in creating business success, and where each person is valued for his or her distinctive talents (skills, experiences, perspectives, etc).



Global case for Diversity & Inclusion (1)

Vision:

One Philips, many different faces.

Mission:

To embrace and contribute to an innovative culture by creating an inclusive working environment with diverse workforce. To help us build Diversity and Inclusion into competitive advantage.

The **business case** for D&I shows that diversity:

- leads to an improved focus on customers,
- is necessary to attract and retain top talent (especially females),
- is necessary for innovation and creativity,
- promotes good decision making (from many points of view),
- improves the working atmosphere.

Global case for Diversity & Inclusion (2)

Key diversity challenges:

- Attraction, retention and development of women.
- Attraction, retention and development of people from the BIC countries, especially China.

Monitoring by HR-Board: quarterly reviews (input: D&I Dashboard).

NL case for Diversity & Inclusion (1)

The issues

- Explanation of the business case D&I: ‘the why?’
- Recruitment-issues:
 - Target setting: % of women and BIC-candidates on shortlists
 - Type of search companies
 - Image: exposure as diversity friendly company (for women, gay’s and lesbian's, foreign workers, etc.)
 - Transparency of vacancies (internal mobility cross sector/function moves)
 - Number of landing spots for high and top potentials

NL case for Diversity & Inclusion (2)

The issues

- Retention: prevent regretted losses (especially women classified in higher job grades)
- Generations: deal with the different needs of generations (slide 9)
- Leadership: value the differences between feminine and masculine characteristics (and cope with prejudices towards women)
- Investigate differences in engagement-scores on D&I-related topics ('D&I Climate Indicator')

NL case for Diversity & Inclusion (3)

Other initiatives

- The importance of networks in the organization:
 - Women's networks: LEAP, WINergy, LEFF
 - GLBT-network: Pride
- Work/life balance: our new 'Working Parents Program'
- Taskforce Social Innovation – leveraging generational diversity (to get input for our age phase oriented personnel policy)
- Awareness programmes

An example: Generational Differences at work

- Desk research (generations: baby boomers, gen. X, gen. Y)
- Gen. Y lunches with High Potentials
- Question: “Describe your dream leader and your nightmare manager”. The response of the gen. Y population about their ‘dream leader’:


Always available
Gives trust
Empowers me
Motivates
Likes me
Stands up for me
Accepts me as a peer
Tries to get to know me
Wants to be my/a leader
Enthusiastic and interested in what I'm doing
Giving compliments
Challenges you
Is fair
Is transparent
Helps you develop
Listens

Questions?



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