

# [Nowadays, defines diversity management program as a specific](https://assignbuster.com/nowadays-defines-diversity-management-program-as-a-specific/)

Nowadays, a “ one style fits all” solution is no longer relevant to be applied in thediverse workforce organization. Further to this, Gancel stated the organizationshould reinforce a corporate culture in which a diverse mix of experiences, skills, knowledge and working approaches are valued and nurtured in order toenhance productivity and creativity (2016). Therefore, diversity managementprogramme is the best tool to play a role as a strategy to find and create adiverse and inclusive workplace as it provides an in-depth road map to buildsuccessful diversity initiatives (Visconti, 2016).  Greenberg as cited in Philpot, D. andPasquini, L. (2012) defines diversity management program as a specific program that promotes recognition and appreciation ofthe differences between people and encourages the creation of a supportive workenvironment.

First, mentoring initiative program. As notedin a Big Think Edge article, mentoring initiative program will promotesspecifically in gender diversity as it will help to enhance the diversityworkforce (2017). For instance, the gender issue between male and female canbecome one of the main issue as it can be seen from the case study above. Further to this, by matching these two different gender with different levelsof position in different department will help the participants to getone-to-one career coaching and also able to share their knowledge andexperiences with their mentors, helping more senior workers stay current in thefast-changing technology space.

Hence, this program wouldbe helpful in order to increase diversity as well as worker skills. Next, employee resources group program to hire more people from underrepresentedgroups. Indeed, diversity today is mean more than just race and gender issue. As noted in Aperian Global article, diversity today also reflects thesignificance on creating an environment where a variety of different voices areencouraged and heard (2015).

Further to this, these unpopular opinions may comefrom people who have different gender, race, ethnicity, position, workingexperiences and level of education. For instance, Encik Yusuf made his owndecision without given a chance to Madam Latifah to defend her point of viewregarding the downsizing matter due to the position barrier. Therefore, the globalbusiness leaders should reinforce an atmosphere where every employee’s voicesare heard, valued and considered in order to achieve the business goals.

Last but notleast, diversity awareness program.  Adiversity awareness should be focused with a top-down and bottom-up linebecause it takes two to tango to achieve desired results aligned withorganization objectives. For instance, a manager needs to know the benefits ofdiversity and same goes to the employee as unleashing the potential diverse ofan entire workforce will lead to successful diversity management. As cited in aHarvard Business Review (HBR) article, a diverse workforce is widely regardedas a key business imperative and should be incorporated into everyorganization’s strategy. Furthermore, support from top management is mostlywelcomed as engaging employees at all levels is the most effective way to reachcritical mass and communicate the importance of diversity. In conclusion, agreat diverse workforce leads to a better bottom line, happier customers andincreased productivity. Further to this, diversity has been perceived as anorganizational culture where everyone will be treated with dignity and respectfor the equal opportunities. However, diversity must be learn to nurture or otherwiseit cannot be thrive.