

Nowadays, defines
diversity
management
program as a specific



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

First, mentoring initiative program. As noted in a Big Think Edge article, mentoring initiative program will promote specifically in gender diversity as it will help to enhance the diversity workforce (2017). For instance, the gender issue between male and female can become 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 level of position in different department will help the participants to get one-to-one career coaching and also able to share their knowledge and experiences with their mentors, helping more senior workers stay current in the fast-changing technology space.

Hence, this program would be helpful in order to increase diversity as well as worker skills. Next, employee resources group program to hire more people from underrepresented groups. Indeed, diversity today is mean more than just race and gender issue. As noted in Aperia Global article, diversity today <https://assignbuster.com/nowadays-defines-diversity-management-program-as-a-specific/>

also reflects the significance on creating an environment where a variety of different voices are encouraged and heard (2015).

Further to this, these unpopular opinions may come from people who have different gender, race, ethnicity, position, working experiences and level of education. For instance, Encik Yusuf made his own decision without given a chance to Madam Latifah to defend her point of view regarding the downsizing matter due to the position barrier. Therefore, the global business leaders should reinforce an atmosphere where every employee's voices are heard, valued and considered in order to achieve the business goals.

Last but not least, diversity awareness program. A diversity awareness should be focused with a top-down and bottom-up line because it takes two to tango to achieve desired results aligned with organization objectives. For instance, a manager needs to know the benefits of diversity and same goes to the employee as unleashing the potential diverse of an entire workforce will lead to successful diversity management. As cited in a Harvard Business Review (HBR) article, a diverse workforce is widely regarded as a key business imperative and should be incorporated into every organization's strategy. Furthermore, support from top management is mostly welcomed as engaging employees at all levels is the most effective way to reach critical mass and communicate the importance of diversity. In conclusion, a great diverse workforce leads to a better bottom line, happier customers and increased productivity. Further to this, diversity has been perceived as an organizational culture where everyone will be treated with dignity and respect for the equal opportunities. However, diversity must be learned to nurture or otherwise it cannot thrive.

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