

Mike in a male dominant society so many

[Business](#), [Strategy](#)



Mike Kaufmann is chief financial officer of Cardinal Health.

He has a primary responsibility for all of the financial activities of Cardinal Health, including external reporting, investor relations, tax strategy/planning, and capital deployment. He leads the women's networking group at Cardinal Health because he says that men need to be interested in change. He encouraged men to be part of the women's networking group.

For Cardinal Health, earning a spot on the NAFE top company list for executive women for five consecutive years is a reflection of the company's focus on maintaining a diverse and inclusive workplace. Catalyst's initiative for understanding women's challenges in the workplace has educated some male middle and top managers to be more considerate of a woman's obstacles. To understand the "unconscious bias" that influence important workplace decisions. We live in a male dominant society so many times women are overlooked. Many times male dominant jobs may feel that male employees can work late hours because females most of the time has to meet family needs.

So, now that we live in a different age and time male managers now have learned to expand women's prospects by creating partnerships between men and women. Racial and gender diversity were both found to contribute positively to sales, customers and profits. Racial diversity positively influences a particular company or product even though gender wasn't significant. Companies will increase their creativeness by reassuring diverse attitudes and viewpoints.

Corporationrecruiters can also widen the talent pool if they recruit employees based on qualificationsand experience. My reason for saying that is most of the time; jobs limit theirsearch based on their preference for a certain race, gender, or age. Though employing a diverseworkforce has many advantages, it has its disadvantages as well. A corporationthat employs a diverse workforce has to produce a culture that encouragesdignity and respect.

Most of the time if employees' first language is notEnglish communication may be adversely affected. Occasionally, existingemployees may leave the organization if their personal prejudices prevent themfrom working with colleagues from a different background.