

# [Initiatives at the commonwealth bank australia](https://assignbuster.com/initiatives-at-the-commonwealth-bank-australia/)

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﻿Initiatives at the Commonwealth Bank AustraliaThe commonwealth bank Australia is one of the largest and most versatile financial institutions in Australia. It has been in operation since 1912. It currently boosts of over 1000 branches plus an equally large distribution of ATMs. The bank offers a number of customer-tailored services and solutions key among tem being a number of affordable mortgage options and foreign funds transfer services. Contemporary Issue: diversity within workplace and women in leadership positions/work life balanceFrom the above I would seek to answer a number of questions through interviews and surveys. Questions to management1. Is there a policy that guides gender issues in the office2. If yes, how is this policy applicable on issues to do with women leadership 3. How does the management help the employees especially women mange their work and their families4. Are there any special treatments accorded to women just because of their gender5. Is there a policy that guides how the bank treats the diversity issue in the workplace? 6. How diverse are the organisations employees. Which category of people form the largest block in the organisation7. How does diversity in the workplace impact on the general performance of the organisation8. What does the organisation aim to achieve through each category of people in the organisation. 9. Are all employees responding positively to organizational policies on both women in leadership and diversity issues? Survey questions to staff1. Do they believe in having women in leadership positions2. If yes why? If no why3. How diverse are they in terms of race gender, age and culture4. Does their diversity affect the organisation positively or negatively? 5. Are there people in the organization who discriminate against others racially6. What has the organisation done to them7. Are there organisational interventions to ensure that diversity in the workplace is upheld and respected8. Are there official disciplinary rules that guard against xenophobia and racialism9. How do women in leadership differ from their male counterparts in terms of management style. General informationIn of the programs aimed at encouraging diversity, the Commonwealth Bank Australia has set up a special intranet site specifically targeting women above the age of 55. The program aims at encouraging such women to make better choices in life and thus ensure they continue to be good at whatever they do. The program aims at demonstrate their respect for diverse factors of age, knowledge and background. This program has been largely successful. In fact in the year 2012 the company won the Catalyst award for its initiative on gender diversity. This demonstrates how well the program has been received. On this basis we can also say their approach has actually worked for the organisation. ReferenceCatalyst, (2012), Catalyst Honors Initiatives at Commonwealth Bank of Australia and Sodexowith the 2012 Catalyst Award: Catalyst to celebrate 50 years of advancing women in the workplace. Available at http://www. catalyst. org/press-release/200/catalyst-honors-initiatives-at-commonwealth-bank-of-australia-and-sodexo-with-the-2012-catalyst-award, 6 February 2012Common Wealth Bank, (2012). Our Company. Available at http://www. commbank. com. au/about-us/our-company/our-approach-to-diversity/ 6 February 2012