

Initiatives at the commonwealth bank australia

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Initiatives at the Commonwealth Bank Australia

The commonwealth bank Australia is one of the largest and most versatile financial institutions in Australia. It has been in operation since 1912. It currently boasts of over 1000 branches plus an equally large distribution of ATMs. The bank offers a number of customer-tailored services and solutions key among them being a number of affordable mortgage options and foreign funds transfer services.

Contemporary Issue: diversity within workplace and women in leadership positions/work life balance

From the above I would seek to answer a number of questions through interviews and surveys. Questions to management

1. Is there a policy that guides gender issues in the office?
2. If yes, how is this policy applicable on issues to do with women leadership?
3. How does the management help the employees especially women manage their work and their families?
4. Are there any special treatments accorded to women just because of their gender?
5. 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 organisation?
7. How does diversity in the workplace impact on the general performance of the organisation?
8. 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 staff

1. Do they believe in having women in leadership positions?
2. If yes why? If no why?
3. How diverse are they in terms of race gender, age and culture?
4. Does their diversity affect the organisation positively or negatively?
5. Are there people in the organization who discriminate against others racially?
6. What has the organisation done to them?
7. Are there organisational interventions to ensure

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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 information

In 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. Reference Catalyst, (2012), Catalyst Honors Initiatives at Commonwealth Bank of Australia and Sodexo with 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 2012

Common Wealth Bank, (2012). Our Company. Available at <http://www.commbank.com.au/about-us/our-company/our-approach-to-diversity/> 6 February 2012