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Suggestions for Using “What Does Your Company Do To Increase Promotion of Its Diverse Employees?”

Objectives:

- Assess your organization’s openness to promoting diverse employees
- Identify areas that could be developed to enhance promotion of diverse employees

Intended Audience:

- Executive staff who want to see how open they perceive the organization to be and where they can be more so
- Middle management to give executive staff feedback about openness as they see it
- Employees seeking promotion who want to give the organization feedback

Processing the Activity:

- Have each participant take and score the questionnaire.
- In executive staff, discuss as a whole group; for mid-level management and employees, break into small groups first.
- Collate results from mid-level management and feed upward.

Questions for Discussion:

- What item number and category do you see as this organization’s greatest strength in opening up the system?
- What are its greatest weaknesses?
- What, according to the data, needs to be done in order to expand the promotional system?

Caveats and Considerations:

- Use this as a feedback tool with mid-level managers or employees where executives are open to the feedback and to opening the system. This tool offers a look at important skills that can be taught, coached, mentored, and developed. Willing executives could make a very positive difference if they actually used this tool as a framework.