

HOW TO BUILD DIVERSE TEAM



How to build diverse team is not about simply making job offers. It is about changing the way to think about recruiting. Whenever I had an opportunity to meet entrepreneurs or business tycoons they always share one Human Resource related issue that, "I have job opening and I want to hire a woman, because my team isn't diverse enough".

The real question is why your current teams lacks diversity. Usually, it is the result of impatience, implicit bias, or a lack of planning. Too many companies focus on quickly filling a position with a candidate who can do the job, or subconsciously hire people who reflect the makeup of the team. They don't spend the time to ensure that their search and recruitment network reaches the very best people for the job. I believe that is the real problem. You could have the greatest job opportunity in the world, but if you don't have a pipeline in place that leads to the people who will help you best, your process is flawed.

I have suggested and helped many companies for correct employment decisions to create a balanced hiring committee, whether you're a scrappy startup or a booming business with endless resources. Assemble a team that includes people from different disciplines within your business, and add outside perspectives, too.

Companies with gender diversity are 15 percent more likely to have higher revenue than the industry standard, and racial and ethnic diversity lead to a 35 percent lift above the norm. Your goal should not be to simply hire a woman; it is to broaden your talent pool and search efforts to position your company among candidates as a more appealing and competitive opportunity. When that happens, you will recruit the type of people who fulfill your company's needs and not just those of a checklist. It will take care of diversity part itself.

Please do share your comments. Thank you. Malik Nasir Nawaz. CEO-Trainer. MN Learning Solutions.