Companies Fail to Follow Through on D&I

Few Industries Show Progress in Leadership Diversity

Mind the Gender Gap: Women Are Leading in D&I

Diversity Pays Off

High-Potential Pools Lack Diversity for Future Needs

Best Companies to Work for the Leading in D&I

Leadership Practices That Struggle to Advance

Minority Leaders at Greater Risk of Departure

Risk of Departure

Companies to advance, compared to only 32% of male executives. In fact, women were less likely to be given the opportunity to take an assessment or receive training. In addition, women were also much more likely to say that they plan to leave within the next two years. However, diverse leaders were also more likely to have key development needs met. These organizations were eight times more likely to be in the top 25% of financial performance. In fact, diversity has a greater impact on financial performance than innovation or customer focus. Our study revealed just how deeply D&I efforts contribute to financial performance. Over the past decade, there’s been an increased focus on personal development planning. Best Companies to Work for are those that can provide a strong and diverse pool of candidates ready to succeed into leadership levels. Globally, leaders from diverse racial/ethnic backgrounds occupy higher leadership levels. We examined the rate of advancement to see how seriously organizations are approaching diversity across the pipeline. While organizations are able to see immediate workforce benefits, over time they expect to see further financial returns as they have even set public goals for more diverse representation at top levels of leadership. We asked leaders to rate their organizations on their contributions of the following: Diversity for Future Bench Strength: Male and female leaders agree. And many companies...