

Biography: Vilma Faoro

Founder and Managing Director,
Diversity Factory



Vilma Faoro is considered Australia's foremost flexible working expert.

With more than 17 years experience as a senior business leader, company director and management consultant, Vilma leads the Diversity Factory with a passion for business diversity.

She has worked extensively within Australia, Europe and the USA, in the finance, IT&T, manufacturing and human resource sectors. She holds a Bachelor of Engineering and Computing degree (honors), and is an internationally accredited management consultant and program manager.

The Diversity Factory is the culmination of more than 10 years' of research and development in and realises Vilma's vision of enabling organisations to adopt diversity practices and solutions in a meaningful and commercially sensible way so that both organisations and individuals benefit.

In early 2000 Vilma founded Jobshare Australia Pty Ltd (JSA), a business that provided jobshare solutions to both organisations and individuals. JSA was sought after and bought-out by a multi-national.

She is an active committee member of the national and state based equality networks, a sought after public speaker and a published author of *Flexible work solutions: A guide for managers and employees to create, implement and sustain flexible work solutions* (Wiley, 2008). The book emphasises achieving a win-win outcome for the business and individual seeking to work flexibly and features numerous case studies and interviews with business leaders and individuals. It is an educational tool for managers and employees on both the mechanics and behaviours that ensure a successful and sustainable flexible work solution.

Vilma adopts a business-driven and commercially oriented approach to diversity and flexible working, knowing that to achieve long-term and sustainable change, there must a compelling case for action that addresses both the mechanics of the solution and the behaviour, values and culture of an organisation

In her personal life, Vilma is a working mother with two young children, so is acutely aware of the challenges that parents face in finding the balance between working in challenging and fulfilling roles and family life. Her early work/life experiences made her determined to find solutions to the workplace diversity issue.

To this end, her passion and commitment is the driving force behind the success of the Diversity Factory.

For more information contact the Diversity Factory on 0413 323 789, visit www.diversityfactory.com or e-mail vilma@diversityfactory.com