



Management Today

Ask the Experts

2008

Go diversity!

I had to ask for some time off for a family matter and I think my manager really resented it.

With staff possessing the whip hand regarding staff retention, you might think your manager would be more concerned about your welfare.

Flexible working expert Vilma Faoro, Director of the Diversity Factory, says that businesses with effective diversity strategies can positively impact their bottom line. Her expertise is in helping businesses adopt diversity practices and solutions in meaningful ways.

“Diversity is no longer just about gender or race,” says Faoro, who believes organisations that embrace diversity and inclusiveness prosper.

“Effective diversity management means understanding and supporting both the obvious and less obvious aspects of our individual differences.”

Knowing your employees and understanding how their needs will evolve over time is a key element to successful diversity strategies, says Faoro.

“The challenge for organisations is to learn how to harness this hidden power and create inclusive and tolerant workplaces where these differences can prosper.”