

Streamline Organization Design: Diversity and Inclusion Use Case



NAKISA
HANELLY

The Business Case

Our understanding of the importance and value of a diverse workplace and culture has now translated into a business improvement strategy. Companies that have a more diverse workforce are outperforming the competition. Some of the main incentives for implementing D&I initiatives include:



Increased creativity and innovation



Increased company profits



Reduced employee turnover

As with many organization wide initiatives, the underlying incentive is business development and profitability. There are benefits to improved company reputation through a focus on diversity but the business and financial advantage to a diverse workplace is increasingly the driving force behind initiatives.

Working towards D&I starts with taking steps to understand the current status, before planning how to work towards (and maintain) workplace diversity.



Narrowing the gender gap by doubling women's contribution to the global labor market could add up to \$12 trillion or 11% to global GDP by 2025.

McKinsey & Company, McKinsey Global Institute, Sept 2015

The Challenges



Identify to Act

Understanding where your organization is in terms of diversity is the first step towards recognition of areas that need work. Without data to quantify, unintentional bias can play a part in assessment.



Loss of Key Talent

Working with a multi-generational workforce can pose challenges for any organization regarding training, motivations, technology and execution. Finding the balance between the increasing age gaps is required for success.



Track and Report

Multiple systems and incompatibility between them makes converting data into usable reports on D&I difficult and time consuming. A single source of truth allows you to make accurate, data-driven decisions on the organization.

The Solution



Analytics and Visualization

Explore advanced out-of-the-box analytics and reports to quickly and easily visualize your global diversity metrics in pre-configured D&I dashboards to make fast, efficient decisions.



Understand and Implement Steps

Using dashboards to monitor generation and age distribution across the business helps identify mentorship opportunities. Implement succession plans using data to prepare the organization's future leaders.



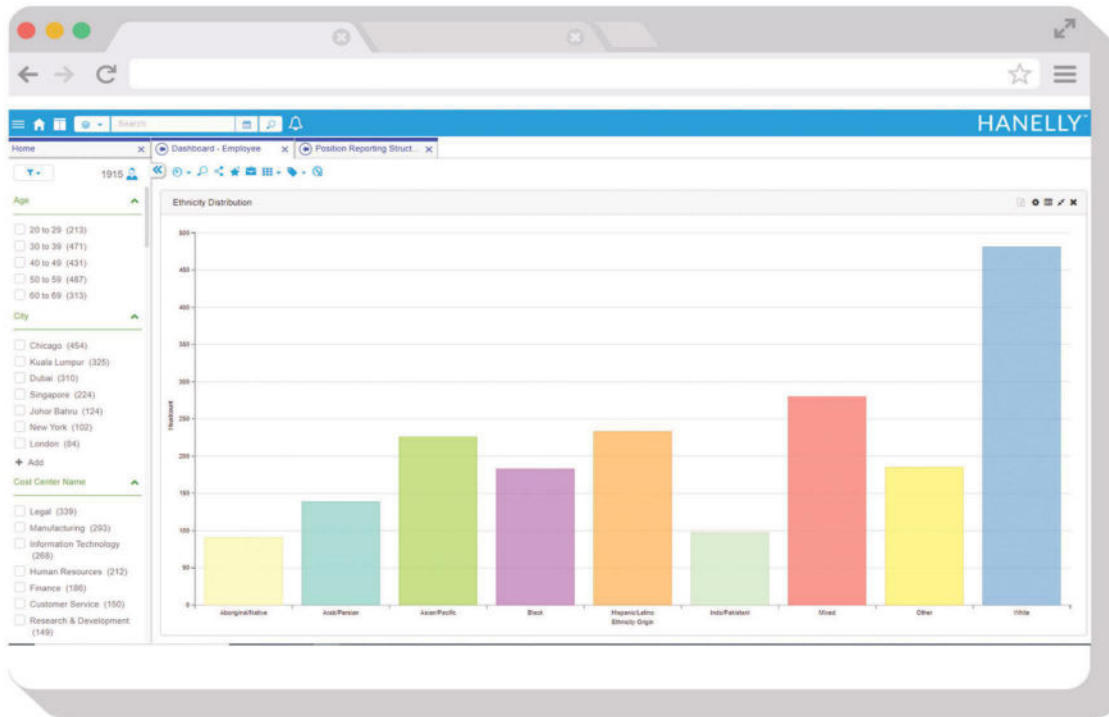
Filters and Focus

Identify potential issues with existing D&I filters to visualize and focus on potential problem areas in just a few clicks. Push initiatives forward with fast access to accurate data.

The Right Tools

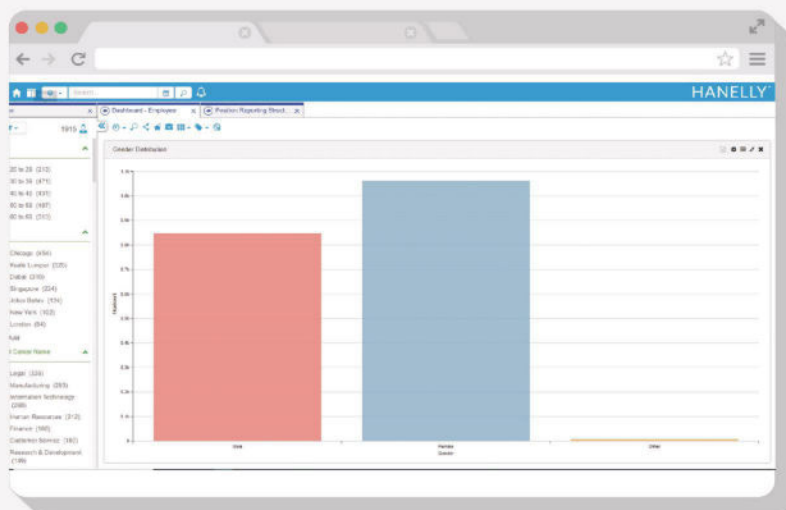
What role can HR Tech play in working towards the coveted workplace diversity? Having constant access to global organization data in an easy to use dashboard format, using Diversity and Inclusion filters, makes understanding and planning these initiatives much more realistic.

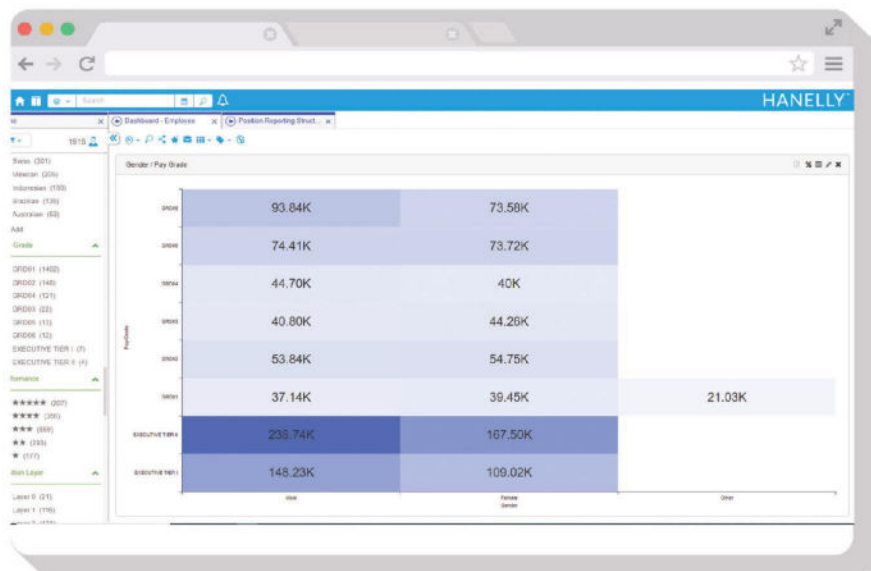
Nakisa Hanelly organizational design provides out-of-the-box dashboards with D&I filtering built in to the solution. Measure all diversity metrics including gender, age, ethnicity, language, education and more.



Visualize salary by ethnicity ensuring equal opportunity.

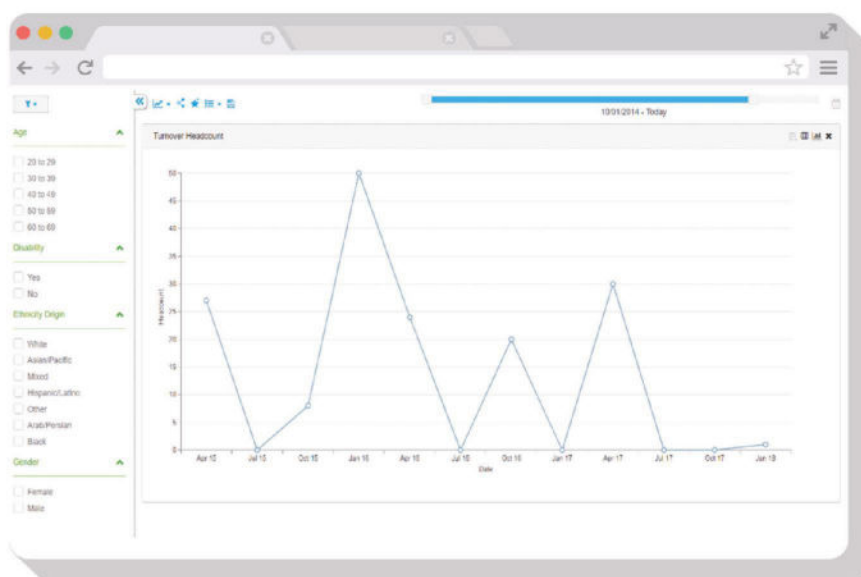
View and filter by organization tier and diversity and inclusion metric.





Track pay gap issues to implement active change in the organization.

Adjust filters for a clear view of turnover by ethnicity, age, gender and more.



After spending time investigating multiple solution options and discovering that none met our needs without customization, a colleague suggested we look at Nakisa.

Jeffrey Boyd, GM Global Talent Management, Delta



Achieving Efficiencies

Nakisa Hanelly helps enable organizations to work towards Diversity and Inclusion initiatives by quickly and accurately visualizing key metrics. Hanelly provides specialized features to view and track metrics like pay gap, performance-potential by tenure and age, turnover trend dashboards and more.

Working towards a diverse and inclusive work environment is an ongoing process that takes time. Progress begins with understanding the current position of the organization to implement effective change. Nakisa Hanelly helps you visualize and plan for the future goals of your organization.



NAKISA®

About Us

A global leader in cloud business solutions for Organization Design and Accounting & Compliance, Nakisa delivers innovative, forward-thinking and robust human resource and financial management solutions that advance your business strategies.

Nakisa serves 800+ enterprise customers and over 4 million subscribers in 24 industries. Nakisa is proud to work with some of the world's most renowned brands.

Contact Us

Please visit nakisa.com for more information or email info@nakisa.com to arrange a consultation with a product expert.

Email: info@nakisa.com
Tel: +,514.228.2000
nakisa.com