

Nakisa Hanelly

Diversity & Inclusion

The power of HR analytics to build a better corporate culture



NAKISA®

Leveraging HR data to both understand and meet diversity and inclusion metrics has never been more relevant than it is now. Ensuring that a company's workforce is made up of a diverse staff is, however, more than a growing ethical concern.

According to the 2019 study by the Harvard Business Review, "When Gender Diversity Makes Firms More Productive," a diverse workplace is also a proven business advantage, driving innovation and, ultimately, stronger financial returns.

The first step towards building an inclusive corporate culture is to go beyond anecdotal evidence and examine the facts. "Knowing that having women and other diverse voices in leadership roles is good for business, we, as business leaders, are responsible for working toward positive change," said Global Strategic Advisor Liz Much in a 2019 article for Forbes titled "Unconscious Bias, a Battle Worth Fighting."

So how do organizations walk the proverbial talk?

For business leaders, the ability to visualize their company globally and understand what their HR analytics reveal about the diversity of their workforce can help them target their next steps with regards to D&I strategies.

Organizational Design with Nakisa Hanelly

Workforce diversity can be examined through such categories as gender, ethnicity, age, sexual orientation, and education, to name a few. This type of granular data visualization can reveal how an organization's unconscious biases may be affecting their hiring and management processes. Unconscious bias – which can be understood as unintentionally learned stereotypes of any kind – can directly impact who is hired, how they are remunerated, what leave they receive, the benefits they are entitled to, and what salary increases they are accorded.

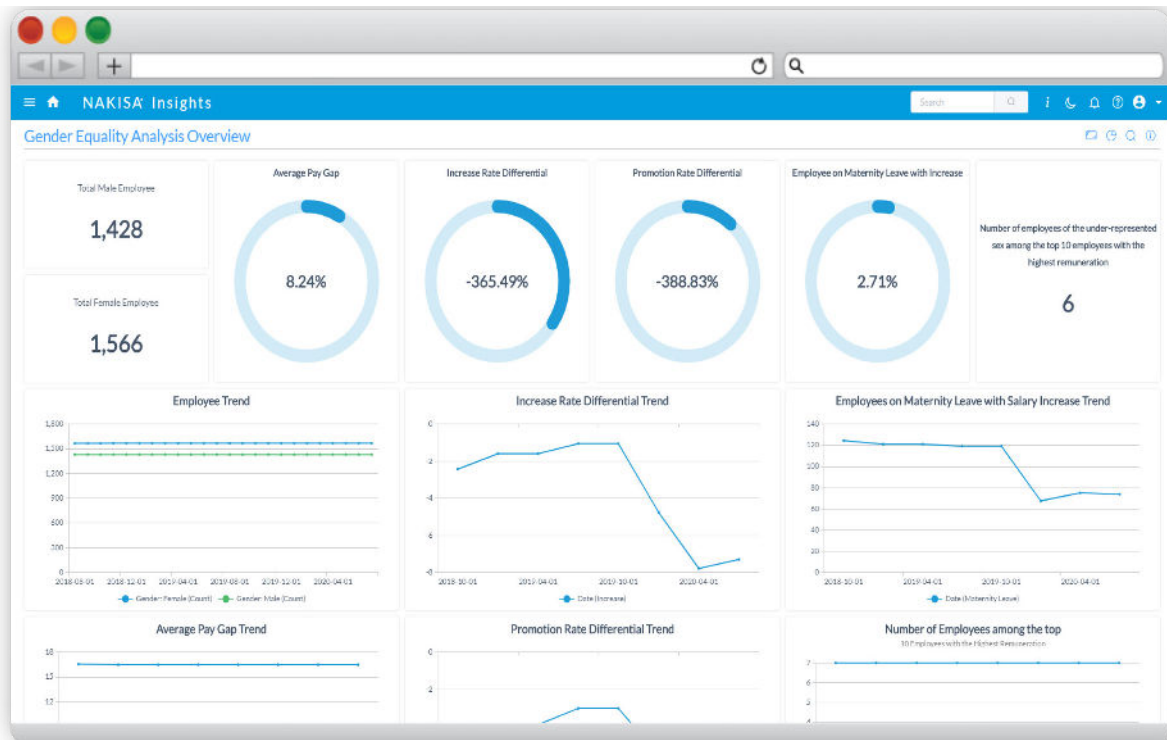
Nakisa Hanelly, an organizational design solution trusted by Fortune 1000 enterprise businesses, has developed a sophisticated D&I solution for companies to assess and proactively manage their diversity and inclusion initiatives.

Integrated with Nakisa Hanelly's core product, Nakisa Hanelly D&I provides HR analytics and data visualization that enables businesses to:

- Develop a comprehensive integration plan for D&I
- Automate detection of definable D&I categories
- Review dashboard summaries and tabulate D&I issues, D&I metrics, and trend graphics
- Understand company-specific prioritizations and recommended actions to resolve inconsistencies and encourage gender parity

Nakisa Hanelly D&I for Gender Equity

With Nakisa Hanelly's D&I Gender Equality Analysis Overview, HR professionals can easily review their organization as a whole and drill down to examine their total number of employees by gender, review a statistical analysis of the average pay gap between women and men, and more.



Gender Equality Analysis Overview

Nakisa Hanelly's D&I solution bases its statistical HR analysis on categories outlined by the French Gender Equality Index, a unique tool that is fast becoming the world standard for such reporting requirements.

Nakisa Hanelly D&I measures the five criteria the French Index recommends:

1. Wage differences between women and men
2. Pay increase differences between women and men
3. Differences in annual promotions
4. Pay increase upon return from parental leave
5. Number of women amongst the top 10 earners of the company

With Nakisa Hanelly's D&I Gender Equality Analysis Overview, Nakisa Hanelly D&I allows HR professionals and business leaders alike to understand their current organizational structure, see how it measures against the Gender Equality Index, and strategize effectively to meet their objectives.

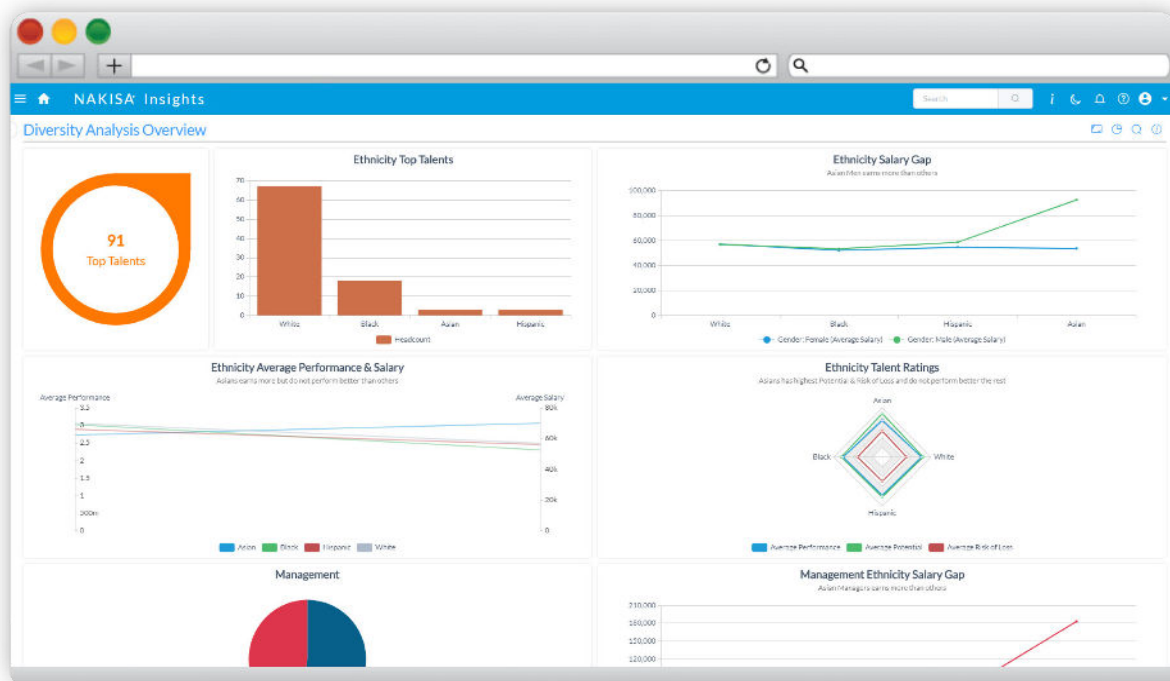
Expanding the Meaning of Diversity

In order to expand D&I analysis a step further, the Nakisa Hanelly D&I solution leverages the recommended guidelines for gender parity and applies them to cultural diversity.

With Nakisa's Diversity Analysis, companies can then compare their statistics to their

industry's most recent benchmarks to better understand what changes should be implemented.

Nakisa Hanelly's advanced D&I analytics are available out-of-the-box. The solution also provides dashboards for understanding further key D&I metrics, such as nationality or age distribution to support organizations as they develop robust diversity and succession plans.



Diversity Analysis Overview

With the Nakisa Hanelly D&I solution, organizations can examine and report on the following:

- Average pay gap by gender or ethnicity
- Increased rate differential by gender or ethnicity
- Promotion rate differential by gender or ethnicity
- Top talent by gender or ethnicity
- Average performance and salary by gender or ethnicity
- Management salary gap by gender or ethnicity

With Nakisa Hanelly D&I, organizations can also develop customized, targeted filters to focus on potential problem areas, and measure the effect of targeted D&I initiatives using the Diversity Analysis Timeline. Nakisa Hanelly's user-friendly dashboards enable HR professionals to demonstrate how any potential D&I initiatives might impact business performance metrics over time.

The solution also allows users to collaborate in real time, model any proposed organizational changes, and share insights with all stakeholders securely to reinforce progress toward goals and improve accountability. Most importantly, Nakisa Hanelly's D&I solution allows leaders to visualize data across multiple organizational structures – all within a single tool.



Diversity Analysis Timeline

With the power of organizational design, companies can learn to rethink their assumptions and rely on accurate data to inform their decision-making. By providing the latest technology to collect key D&I

data, Nakisa Hanelly empowers business leaders to make conscious and considered choices to foster a thriving, more inclusive, and more diverse workforce.

About Us

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

Contact Us

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