

GENDER DIVERSITY WORKSHOPS

Company name : KPMG LUXEMBOURG S.À R.L

Activity sector : Activités de services administratifs et de soutien

Company category : Grande Entreprise

Description of the action

Since 2014, we have rolled out 2 series of training courses for managers and above dealing with Gender awareness at KPMG Luxembourg. KPMG collaborated with an external consultant to run these training courses. 8 workshops were organized in 2014 and 9 workshops were organized in 2015.

Context

Our Gender Balance initiative is a Top 10 priority of our Growth Strategy. That is why KPMG has set up a team to run the Gender Diversity project within the organization, with a detailed action plan built around 3 pillars: Talents, Leadership and Market. The project is cross-function and cross-level, and has representatives from every department of the organization. As part of this process a series of half-day Gender Diversity Workshops were held for all partners, directors and managers.

Approach

8 workshops were organized in 2014 and 9 workshops were organized in 2015. The workshops are mandatory for managers and above and last 4 hours. The actual design of the sessions is split into 3 parts: The sessions are split into 3 parts: Understanding barriers and biases, Reviewing the existing situation and how to improve it. The sessions are highly interactive with the last part dedicated to filling out a personal diversity plan.

Objectives

Understand in more depth what it takes to systematically make the most of differences. Help us challenge ourselves regarding gender-specific barriers and biases that we may be underestimating. Actively participate in and support the design of a future plan on how to improve our partnership culture to ensure that we retain, leverage and develop all of our talent in the best possible way.

Impact

The impact is a general improvement regarding awareness about unconscious bias among leadership. A list of recommendations and a personal action plan are provided at the end of each training.

« To do »

- The involvement of the top leadership (Executive Committee) is a key element.
- A follow-up on the recommendations and personal plans is very important as well.

« Not to do »

- Do not forget to involve all participants interactively.