Diverse workforce leads to excellence

Ray Upton
Vice President
Texas Instruments
TI’s commitment to diversity

• Proactive recruitment and retention of a diverse workforce
• Employee-led diversity initiatives to bolster the number of women and minorities in leadership roles within the company, and to influence the talent pipeline for future employees
• Insight groups, including highly regarded females, provide recommendations to senior management
• Women’s P&L and Women for Fellow initiatives to help women succeed in senior business and technical jobs
• Close involvement with Catalyst, a nonprofit organization with a mission to expand opportunities for women in business
If you keep doing the same things, you’ll keep getting the same results.
Which idea set has the best potential for a different solution?
Diversity leads to better business results
Goals should be grounded in improving business results

- Hire for diversity of thought
- Drive innovation
- Foster the right environment

Business results
Some closing thoughts

• Hiring strategies should focus on diversity of thought, experience and backgrounds

• Organizations need a pipeline full of diverse talent to equip them for a diverse future set of leaders

• Diversity should be addressed from the context of achieving the organization’s objectives (ex: better business results) to get traction and buy-in from senior leaders

• You can make the team as diverse as possible, but the organization is responsible for creating an environment for the team members to thrive
Q&A