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## [information sheet]

# Diversity, Equity, and Inclusion

Te Kanorau, te Mana Ōrite, me te Kotahitanga

### Whakaritea te anamata o tō umanga! | Future-proof your organisation!

Decipher Group care deeply about helping individuals achieve their full potential and supporting organisations to thrive by working toward a more progressive future. Fostering a culture of inclusion and belonging that truly values individual differences, backgrounds, and perspectives ignites creativity and new ideas – and this is part of what makes our team exceptional. For us, progress is the only goal worth benchmarking.

A diverse and inclusive workforce adds a whole lot more value beyond the feel-good factor. Extensive research demonstrates that there are significant tangible benefits you can expect to receive.

“When correctly managed, a diverse workforce can provide, among others, faster growth rates, larger financial returns, important market gains, and innovative pools of talent.”

Dr Guillermo Merelo – Head of Research & Innovation, DiversityWorks

Read the latest McKinsey research (download link below) that provides evidence of a direct correlation between a diverse and inclusive workforce and profitability.

#### **In addition, you will:**

- Gain a social licence – you are doing the right thing
- Enhance your workplace performance
- Gain a real and meaningful tool for success

#### **By fostering a diverse and inclusive culture you can expect:**

- Lower staff attrition rates
- Greater loyalty
- Enhanced productivity
- An increase in innovative and creative solutions
- Employees who have a general feeling of belonging, support, and inclusion
- An overall sense of acceptance and appreciation across the workforce at every level

#### DOWNLOAD LINK



[Delivering through diversity; McKinsey](#)

(Source: Credit Suisse, 2012, 2016; Deloitte, 2011, 2017, 2018; McKinsey & Company, 2018; OECD 2018)

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### Where to start

Ready to commence your organisation's diversity, equity and inclusion (DE&I) journey? A solid starting point is building a DE&I recruiting strategy, which sends a clear signal of a company-wide commitment to change. Consider embedding DE&I principles into:

- Position descriptions and advertising
- Marketing channels
- Dual review processes
- Panel screening options
- Weighted competencies and blind recruitment
- Interview style

If DE&I is a new topic of discussion, work with a specialist or consultant who can help facilitate the conversations and bring a new perspective to your recruiting practices.

### How we can help

Decipher Group continue to invest in building our capability to understand and implement successful strategies in the recruitment process, designed to promote and enhance diversity and inclusion. Agile in our approach, we understand that it's not a case of one size fits all when it comes to recruitment, and tailor solutions to your business needs.

Our first objective in running a diverse process, is to mitigate unconscious bias. Biases are subconscious tendencies to make judgements that can impact making objective decisions. We are all human and we all do this whether we are aware of it or not.

In a candidate-driven market equity and inclusion in recruitment, is exceptionally important. We will work with you on the various ways we offer support.

Diversity and inclusion extends beyond recruitment. We can incorporate DE&I across our other service offerings including:

- Psychometric testing
- Remuneration reviews
- Business consulting and strategic planning

Talk to a Senior Business Partner  
at Decipher Group today.  
Let's work together.

### Who we are

Decipher Group is a market leading consultancy specialising in management, executive and governance recruitment and human resources consulting.


Our highly qualified team of professionals have a broad cross-section of industry and consultancy experience, most holding a tertiary qualification.

This breadth of expertise coupled with the experience of working in executive roles, alongside Boards and within professional service firms, allows Decipher Group to offer a higher level of quality assurance and commercial capability than its competitors.

Decipher Group doesn't believe in cutting corners but we do believe in cutting-edge innovation and hard work. Relentless determination and a systematic approach form the foundation for every assignment we work on.

[www.deciphergroup.co.nz](http://www.deciphergroup.co.nz)

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