



1

## Task One

⌚ 30–60 mins

2

## Task Two

⌚ 1–2 hours

3

## Task Three

⌚ 1–2 hours

4

## Task Four

Gender balance in the executive suite.

⌚ 1–2 hours

## Achievements



Why this is important ⓘ

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## Here is the background information on your task

Human Resources at our telecom client is highly into diversity and inclusion. They've been working hard to improve gender balance at the executive management level, but they're not seeing any progress. They're reaching out to us for help.

At PwC Switzerland we are often approached by clients seeking support with diversity and inclusion. Companies need a workforce of diverse talents and backgrounds to succeed in an increasingly complex and heterogeneous world. To us, diversity and inclusion are business imperatives, not just nice-to-haves. We aim for all of our teams to feel welcome and appreciated. But actually achieving this and unlocking its potential involves a whole set of practical challenges.

Why is this so?

Think about the importance of strategy, awareness and education, analytics and inspiration.

Here is a hint: Calculating the following **measures** could help to define proper KPIs:

- # of men
- # of women
- # of leavers
- % employees promoted (FY21)
- % of women promoted
- % of hires men
- % of hires women
- % turnover
- Average performance rating: men
- Average Performance rating: women

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Achievements



?

## Task 4: Diversity &amp; Inclusion

1 2 3 4 5

## Here is your task

**Your task** is to do the following:

1. Define relevant KPIs in hiring, promotion, performance and turnover, and create a visualisation
2. Write what you think some root causes of their slow progress might be

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#### Achievements

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### Blog post

- Why Inclusion and Diversity should be on every Internal Audit function's plan this year

### Your Submission

Want to give it another go? Click replace file to try again.

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**Submission complete, great work!**

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