

UNIVERSITY OF THE PEOPLE

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WRITTEN ASSIGNMENT UNIT 5

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The Value of Variability: McDonald's Approach for Success

An Introduction

Companies are realizing in the competitive global market of today the great contribution diversity makes in promoting innovation and development. Among the top corporations in the world, McDonald's is unique in its dedication to create a welcoming workplace. McDonald's, ranked as a Global High Performer by Forbes, shows how embracing diversity may support ongoing corporate success (DeCarlo, 2012).

Strategic Variance Projects

By means of intentional and thorough diversity initiatives, McDonald's, with its headquarters located in Oak Brook, IL, has gained recognition on the "Best Companies for Multicultural Women". The corporation has a great will to forward multicultural women inside its corporate structure. McDonald's provides tailored programs meant to assist multicultural women in navigating and succeeding in the professional environment, same as 87% of top corporations (Casserly, 2011).

Career Development and Advancement

One significant part of McDonald's diversity policy is its approach to career growth for minority personnel. The organization aligns with the 90% of successful businesses that attach multicultural women's promotion to managerial salary, establishing accountability at leadership levels. Additionally, comparable to 61% of outstanding organizations, McDonald's provides specialized career counseling exclusively for women of color (Casserly, 2011).



Effect on Business Performance

McDonald's diversity initiatives have contributed considerably to its global success. As demonstrated in the Forbes Global 2000 report, organizations like McDonald's that embrace inclusive practices generally demonstrate remarkable growth rates and returns to shareholders. This association between diversity and performance highlights the commercial case for inclusive workplace policy (DeCarlo, 2012).

Conclusion

McDonald's illustrates how accepting diversity can be both a moral obligation and a strategic advantage. The company's environment flourished and thrived by adapting multicultural approaches, hence achieving pioneer ship in both business performance and workplace equality. With ongoing changes in the corporate landscape McDonald's diversity initiatives serve as a model for organizations aiming to establish more inclusive and effective workplaces.

Personal Reflection

As I explore deeper into the realm of business diversity, I find McDonald's approach extremely encouraging. The connection between inclusive behaviors and business performance challenges standard thinking about organizational growth. This research has reaffirmed my knowledge of the crucial role diversity plays in determining the future of global business.

Critical Analysis

While McDonald's diversity initiatives are admirable, there is always room for improvement. Future research might explore the specific problems multicultural women experience in the fast-food sector and how firms like McDonald's can continue to innovate in their diversity efforts.



Learning Outcomes

Through this research, I have received useful insights into

1. The relationship between diversity programs and company success
 2. Specific strategies implemented by leading companies to foster inclusion
 3. The necessity of accountability in diversity programs
 4. The increasing nature of workplace equality in transnational enterprises
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References:

Casserly, M. (2011, August 10). The best companies for multicultural women. *Forbes*.

<https://www.forbes.com/sites/meghancasserly/2011/05/24/the-best-companies-for-multicultural-women/>

DeCarlo, S. (2012, July 11). The world's leading companies. *Forbes*.

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