



IBR GROUP INTERNATIONAL HOLDINGS LTD

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# Opening Doors Initiative - Midpoint Implementation Review

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# **Key Project Milestones as part of BITC's Opening Doors Initiative**



# Key Project Milestones

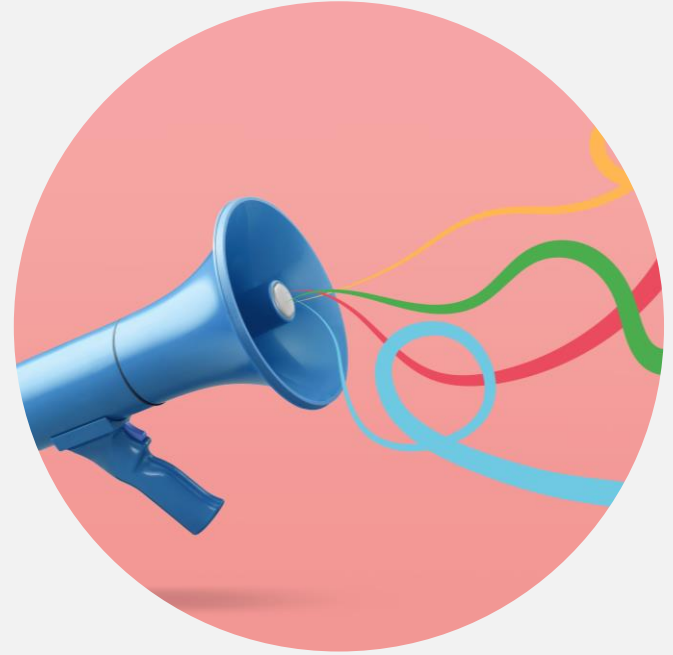


- The company has joined the **Marketing Minds** Slack channel & more recently the **CultureAmp** Slack channel to explore the concept of copyrighting in recruitment marketing and HR, respectively
- The company have also worked very closely with **Leanne Elich**, an Australian qualified business psychologist to help learn some of realities of unconscious bias and how they can be overcome
- IBR Group International have also since agreed to work with a prominent Career Coaching veteran, **Cate Dickinson-Byrne**, to help candidates develop their storytelling skills. The proceeds of which are to be donated to charity.



# Pending Partnerships

- We're on the verge of working together as part of a strategic alliance with an English evidence-based research charity serving local communities. The charity (called **Humankind Charity**) reached out to us to collaborate and works frequently with Opening Door employers to help give a second chance to substance abuse victims (class A drugs and excessive alcohol abuse) by either being impactful and resourceful or to encourage collective leadership in helping to acquire gainful employment for those in need.



# Our Application Processes

- IBR Group International agreed to a commitment with BITC that limits the requirement to demand a recent history of previous spent and unspent convictions from the candidate.
- The company has agreed in principle to this reasonable adjustment in our job application process in order to ensure members of **disadvantaged groups** (such as those from households with lower incomes) are not left behind.



# Corporate Governance

- Board Diversity and Board Effectiveness
- UK Corporate Governance Code (2018) as amended, superseding the Cadbury, Greenbury and Hampel reviews in the early-to-mid 1990's







# Media Centre

- Inspired by Max Weber's work ethic
- God helps those who help themselves
- The key to the **Media Centre** is that anyone looking for a job should be prepared to put in a little effort to gain some much-needed commercial awareness and the mindset for work, and getting a job may become easier
- Undoubtedly, our search firm's USP is our focus on **Executive Appointments**
- I am also a keen blogger
- There is an ESG Hub which we hope to maintain quite regularly





# Embedding Inclusive Practices

- **The Challenges:** Finding the right talent
  - Many boards are yet to establish themselves as wholly representative of their organisations in relation to the ratio of executive compensation being paid to their most senior officials.
  - Yet, in saying this, only a small percentage of those in lower salaried positions immediately suitable for board opportunities (Senior Managers, VPs, Directors) are likely to be board candidates from Black, African or Asian backgrounds.





# Key points to consider

- How are you as a search client satisfying your fiduciary duty to be an inclusive employer?
- Are you taking steps to ensure inclusive practices are embedded into your search partner's business model?



Why are there so few black appointments being made at board level after fair and proper board searches?

*Candidates from ethnic minority backgrounds are under-represented at senior levels of the organisation, and are statistically less likely than their Asian and White counterparts to be announced into senior board roles.*



## Executive Compensation: David R. Roberts (1956)

Consider  $C$  to be the total annual compensation of the highest paid official in a company

Let  $S$  represent the annual sales of the company in USD

Assume  $k$  is some arbitrary constant

A good read on this is provided by Capital As Power



$$C = k(S)^\alpha$$

$$\log C = \alpha \log S + k'$$

$$\alpha = (\log b)/(\log n)$$

Should a Eurocentric search firm be entrusted to meet a board, interim or senior management vacancy in sub-Saharan Africa?

*The real question here is: How can black boardroom hires be more pronounced in the built environment search process given the predominance of Eurocentric approaches to recruitment?*





# Embedding Inclusive Practices

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- **The Challenges:** Adopting healthy business practice
  - Search is not a new undertaking for new markets such as Africa
  - But involvement in search is very much a matter of principle over practicality
  - If search firms in the United Kingdom & Continental Europe, have failed to digest the rhetoric surrounding inclusion, why should new frontier emerging markets in Africa adopt such practice into their own HR policies?
  - It all boils down to how much alignment a given company wishes to make

