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## **Diversity - pros and cons**

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# Diversity



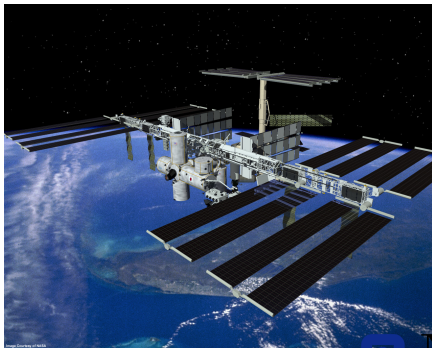
# Sources of diversity

- demographic
- personal
- skill diversity



# Managing diversity

- global village
- group diversity unavoidable
- international business



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# The value of diversity

- technical diversity is good for production,
- intellectual diversity is good for factual decisions,
- creative diversity is good for high quality decisions.
- diverse groups adapt better to change



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# Disadvantage of diversity

- diverse groups take larger risks
- diversity is a transient phenomenon - people become acquainted
- diversity increases communication problems



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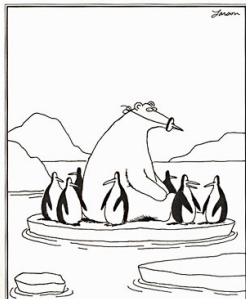
# Overcoming barriers

- stereotypes can be positive if handled correctly
- prejudice and discrimination must be avoided - fine line
- be aware of culture crashes



# Guidelines for dealing with diversity

- recognize diversity
- personal and skill-set heterogeneity are good together
- be sure to clear up misunderstandings



"And now Edgar's gone. .... Something's going on around here."



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# Making diversity a strength

- ensure positive interdependence
- create a common group identity
- appreciate each others differences
- clarify miscommunications

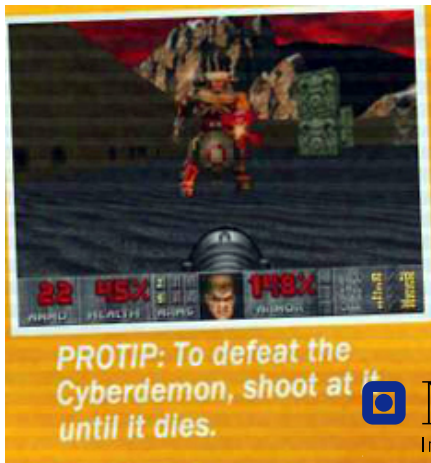


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# Conclusions

- Research differs on specifics, but...
- Make the most of the situation!



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# Clarify miscommunications!

worth repeating!