



Involve Men as Advocates/Change Agents

Cardinal Health Inclusion Strategy – FY 15

Vision Increase competitive advantage by succeeding through *our* people and creating a great place to work *for* ALL talent

COMPETITIVE ADVANTAGE ↔ **TRANSFORMING CULTURE**

Priorities

Focus

Impact Business Success

1. Drive the message that “D/I is a *competitive advantage* and a *source of innovation*”
2. Leverage Employee Resource Groups to provide innovative ideas for:
 - Enhancing our brand
 - Promoting cultural awareness to meet customer needs

Implement Best and Develop Next Practices

1. Partner with targeted, leading edge, external organizations
2. Leverage external awards to attract top talent and differentiate Cardinal Health in the marketplace
3. Pilot the New Diversity Framework for inclusive strategy setting and execution

Expand Manager Capability

1. Through our management, drive measureable accountability for inclusive teams that increase innovation.
 - Interviewing requirement
 - Leveraging talent review
 - Increasing employee engagement
2. Develop leaders to thrive in a diverse and multi-cultural marketplace
 - Unconscious bias
 - Diverse talent reviews

Develop Talent

1. Partner with business units and HR to provide:
 - Impactful Training
 - External development opportunities
 - Mentoring
 - Sponsorship
2. Strong alignment with HR to drive full business unit engagement and participation

Major Initiatives

Gender partnership

Why men are engaged at Cardinal Health

They...

Value the **Compelling Business Case** and the **competitive advantage** in the marketplace

Want equal opportunity for their wives, daughters, sisters, female friends and co-workers

Know that **leveraging 100% of the talent benefits** the company, the community and families



Engaging Men-Developing Male Advocates

Programs

Senior male leaders serve on national Women's Initiative Network, WIN, Steering Committee and **recruited men to** all WIN Chapter Leadership

Conducted Partner's Leading Change Program, PLC, to **accelerate the culture of inclusion (80+ Senior leaders trained)**

- 3 day course focused on gender advocacy
- Each male leader executes a project focused on cultural transformation—supporting the advancement of women
- Additional session Oct 2014; great interest and currently have a waitlist

Delivered **Unconscious Bias sessions increasing awareness** of individual blind-spots. 10+ workshops held for leadership

- Session focused on gender for 54 males leaders (Jan 2014)
- Targeted session for Finance, IT, HR, Pharma segment, 400+ trained (2013-2014)
- Session for all VPs/above at a companywide meeting , 500+ trained (March 2014)
- Action oriented session at the National Sales Meeting , 50+(July 2014)

Launched Sponsorship at the senior levels **to create advocacy and retain** key female/ethnically diverse talent

- All Senior VPs are sponsoring women/ethnically diverse talent (60+ sponsors, 120 protégés)
- PLC project focused on launching at the VP level; **men training other men** (120+ sponsors, 240 protégés)

Hosted Global Summit **Engaging Men as Change Agents-** partnership with Catalyst (May 2014)



Preview of 5 Partners Leading Change Projects

Men Lead Projects

Develop future female GMs in Medical Segment, create a **3 year job swap** development program for manager level women with rotations in Sales, Marketing, and Sourcing.

Increase women's leadership in "Customer Care Shared Services" to **50% women**.

Provide leadership as *Flexible Work Pilots* moves to a broader rollout (WLC Cohort 3 Pilot Project)

Recruit men (manager/above) to the PLC movement and have each **sponsor one woman** for an open role which is two levels above her current role

Lean In - Invest in **creating true partnerships at home for Cardinal Health's female leaders** because without it, all other efforts may fail. Pilot population - women (and their partners) in WLC* program.

*Women Leading Change in-house leadership program for women

Thank you!