

Global Summit of Women's Colloquium on Global Diversity

Lindsay-Rae McIntyre, VP of BTL and Diversity & Inclusion

February 26, 2016



COLLOQUIUM ON GLOBAL DIVERSITY Program

<u>Friday, February 26, 2016</u>	
8:00 a.m. – 8:30 a.m.	Breakfast Networking
8:30 a.m. - 9:15 a.m.	<i>Roundtable Reports on Middle Managers' Role</i>
	Moderator: <i>Michele Meyer-Shipp</i> , VP, Global Diversity Officer, Prudential Financial Inc.
	Speakers: <i>Ron Glover and Leslie Mays</i>
	<i>What Can Work:</i> Respondents: <i>Lindsay-Rae McIntyre</i> , VP, Human Resources, IBM <i>Rohini Anand</i> , SVP & Global Chief Diversity Officer, Sodexo

THEME: 2016 Colloquium on Global Diversity: Creating a Level Playing Field for Women



What is Engagement?

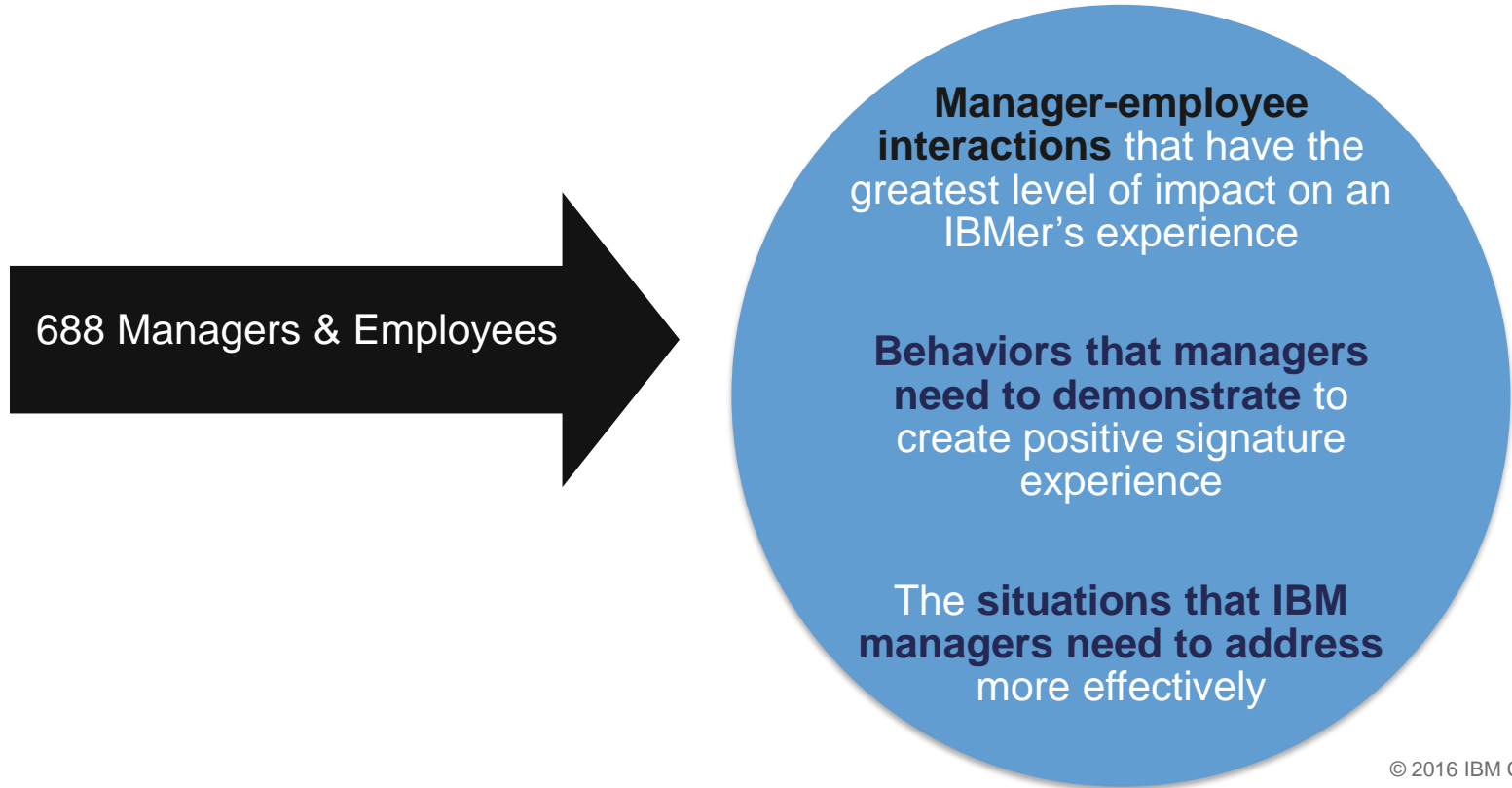
a psychological state in which employees are **intellectually and emotionally involved in their work** and **positively connected** with both their co-workers and the larger organization

**which
fosters**

a sense of pride from their work and being an IBMer
Willingness to apply **discretionary effort**
ignites energy that would not otherwise exist



History Lesson: Moments of Impact Survey



What did we find?

- **Impact varies across situations.** Some situations have higher impact on an employee's experience than others and are potentially more important for managers to "get right."
- **Employee development is an area for improvement.** Personal development was a key theme among the top situations managers need to address more effectively.
- **Positive manager interactions are characterized by common behaviors.**

Highest impact situations:

- Crisis related to a client or project
- Collaboration to solve a problem
- Performance feedback discussion

Top areas for improvement:

- Career discussion
- Recognition
- Professional development opportunities
- Leadership opportunities

Top behaviors:

- Asked questions to understand the situation
- Being available and accessible
- Listened to me
- Trusted my judgment and abilities

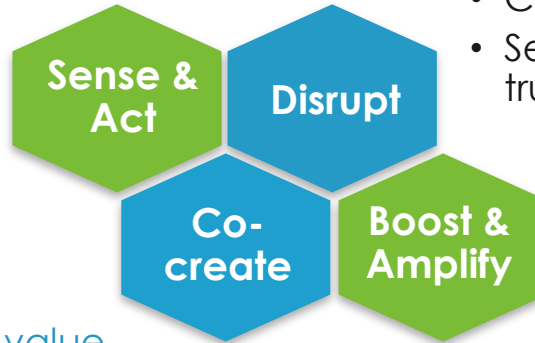


Transformational Leadership Framework

Leading into the Future

SENSE & ACT to lead the Industry

- Continuously scan the horizon for external signals
- Declare a position, decide, act with speed



DISRUPT comfortable behaviors and business as usual

- Challenge your assumptions
- Seek and tell the uncomfortable truth

CO-CREATE to deliver differentiated value to clients, IBMers, and the world

- Engage clients and IBM ecosystems as co-creators
- Actively seek feedback and input

BOOST & AMPLIFY passion, perseverance and performance

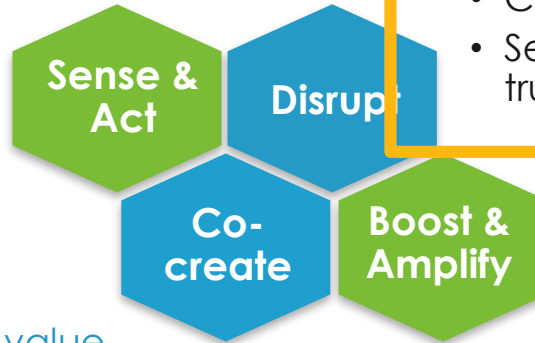
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- Coach IBMers to stretch and thrive

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