

boyden

The Right Leadership. *Worldwise.*™

DIVERSITY AND INCLUSION



WHAT IS OUR APPROACH TO DIVERSITY, INCLUSION, ENGAGEMENT, AND CULTURE?

Our people and culture are what defines us and globally Boyden is dedicated to ensuring that diversity, inclusion, culture, and engagement are part of our DNA. Through our #DisruptTheNorm campaign, which began in 2016, Boyden has proactively accelerated diversity in both its own leadership, and the leadership it identifies for its clients.

VISION: We see a world where the image of the C-suite Executive is not defined by ethnicity, gender, religion, disability, sexual orientation, education, socio economic or national origin - the only criteria must be the ability to lead, inspire, and deliver results.

WHY: As one of world's premiere leadership solutions and talent advisory firms, we understand that diverse leaders unlock innovation, leading to stronger organisational and financial performance. Yet, as consistently highlighted, barriers still exist. We seek to change that by embracing our ability to become visible advocates and accelerators towards a solution.

HOW: With our call to action, we seek to make a difference together. We need all within Boyden, our clients, candidates, and networks to join us in addressing narrow paths to leadership. We will continue this dialogue on paper, in person, online, via blogs and other media; with shareholders, candidates, and clients; with analysts, investors, and other important constituencies. Together we will shift the needle in favour of more diverse Boards and Senior Executive teams.



#DisruptTheNorm

*"Is it rhetoric or is it action?
If we were counselling CEOs
and boards we'd say it's not
about the words, it's all
about the actions"*

-Trina Gordon

CEO & President
Boyden World Corporation

BEYOND RHETORIC

As a team we are involved in quarterly D&I training facilitated by external faculty on all matters related to diversity and the importance of creating inclusive environments.

ASSOCIATION OF EXECUTIVE SEARCH CONSULTANTS



Boyden, with just a handful of other firms, led the creation of an industry wide “pledge” committing Executive Search professionals globally to actively combat racism, prejudice, and discrimination within our own organizations, with candidates and the clients we serve, and in our communities. We have pledged to use our collective voices and actions to help create a world that is inclusive, diverse, equitable, and accessible for all.

<https://www.aesc.org/profession/aesc-diversity-pledge>

HAMPTON ALEXANDER



The executive search community got together in 2011 and drew up their own Voluntary Code of Conduct to support their clients in improving the gender balance on their boards. Boyden are signatories to the Hampton Alexander Code of Conduct which focusses on improving gender and ethnic diversity.

<https://ftsewomenleaders.com/>

ALETO FOUNDATION



The Aleto Foundation was created to provide significant lifetime opportunities for young, socially disadvantaged minorities with high potential. Aleto’s focus is on identifying and developing the next generation of leaders from communities who have historically found it challenging to access jobs due to their backgrounds. Boyden has partnered with Aleto with most of our Partners now mentoring students. <https://aletofoundation.org.uk/>

“At Aleto we run leadership programmes to develop the next generation of leaders. Allies like Boyden are accelerating our ability to support more students.” David Villa Clarke – CEO, Aleto Foundation

30% CLUB



The **30% Club** is a global campaign led by Chairs and CEOs taking action to increase gender diversity at board and senior management levels. The campaign continues to expand its international footprint with presence in fourteen countries around the world, supporting diversity in its very broadest sense. Whilst gender was the starting point for the 30% Club; ethnicity, disability, sexual orientation, and socioeconomic background are all part of the journey to create a more inclusive workplace. Boyden has consistently exceeded 30% club targets. <https://30percentclub.org/>



Working to ensure that disabled people and those with long term health conditions have the opportunity to fulfil their potential.



OUR DISTINCT APPROACH

As your trusted advisor this is what you can expect from us;

- We are not passive observers
- We question the hiring Committee's composition if it does not adequately reflect diverse representation
- We address implicit bias and challenge when issues are raised, or we identify potential barriers to inclusion
- We focus on diverse networks: Deep outreach to diverse membership groups and business networks
- Mapping beyond target ALWAYS – It works! Clients regularly widen their diversity through parallel sectors and step up, high potential candidates
- We talk about diversity and intersectionality. Presentation of candidates must be balanced. We discuss the diversity of the organisation, its culture, and its commitment to an inclusive environment.
- We aim to remove visual bias at presentation stage
- We use a range of tools to ensure inclusion and engagement are secured
 - PROPHET psychometric for pivotal relationships and team dynamics
 - Extended onboarding
 - Mentoring and coaching
- We deliver High Performing Team programmes to ensure new voices contribute to the organisation's narrative
- #DisruptTheNorm is a call to action throughout Boyden globally and a recognition that as a leading global search firm we are pivotal contributors to the solution of inclusive organisations.

BELIEF SYSTEM

Diversity does not exist without Inclusion. Inclusion is a universal right to have a sense of belonging, whilst feeling respected and valued as an individual. At Boyden we aim to embrace all people so that everyone can thrive and feel part of the organisation's mission, raising morale and motivation.

We aim to educate ourselves and our clients through sharing our own thought leadership together with research led Diversity and Inclusion reports.

- [“Why BAME is a four-letter word”](#) article by Nick Robeson, Managing Partner Boyden UK & Ireland
- [“Furthering Female Leadership”](#) – a research study by Francesca d’Arcangeli, Managing Partner, in collaboration with senior women across Europe <https://bit.ly/2CM5oV5> or shorter version
- [Interview with Caroline Farberger, CEO ICA Insurance](#) - named LGBTQ Person of the Year in 2019

Hiring across the full spectrum of diversity is driven by an authentic desire to help our clients ensure that their organisations, like ours, are truly representative of the customer they serve.



ABOUT BOYDEN

Boyden is a premier leadership and talent advisory firm with more than 65 offices in over 40 countries. Our global reach enables us to serve client needs anywhere they conduct business. We connect great companies with great leaders through executive search, interim management and leadership consulting solutions.

boyden

The Right Leadership. **Worldwide.**



@Boyden



@BoydenUK



@Boydensearch