


Rethinking Diversity – Harnessing human Capital through Diversity of thought

Jenny Garrett OBE

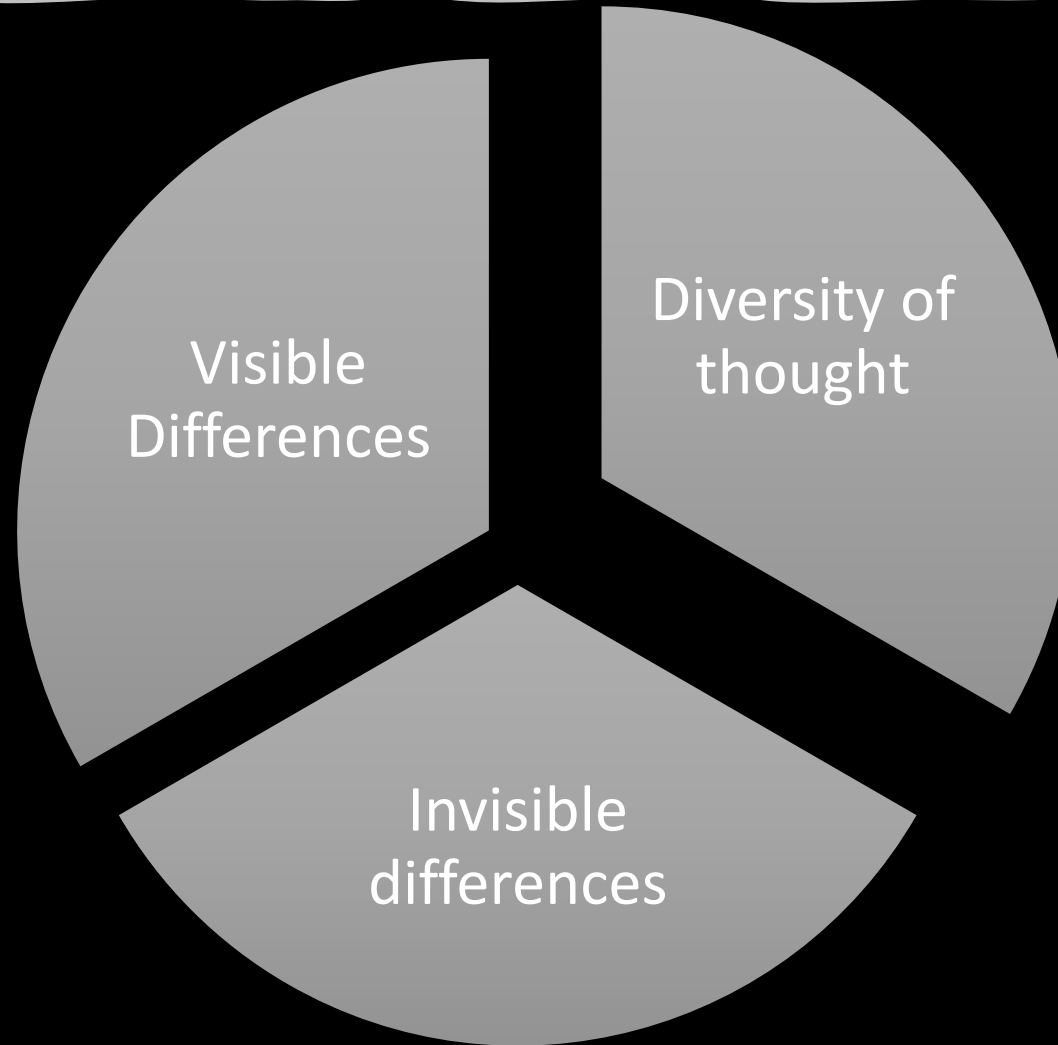




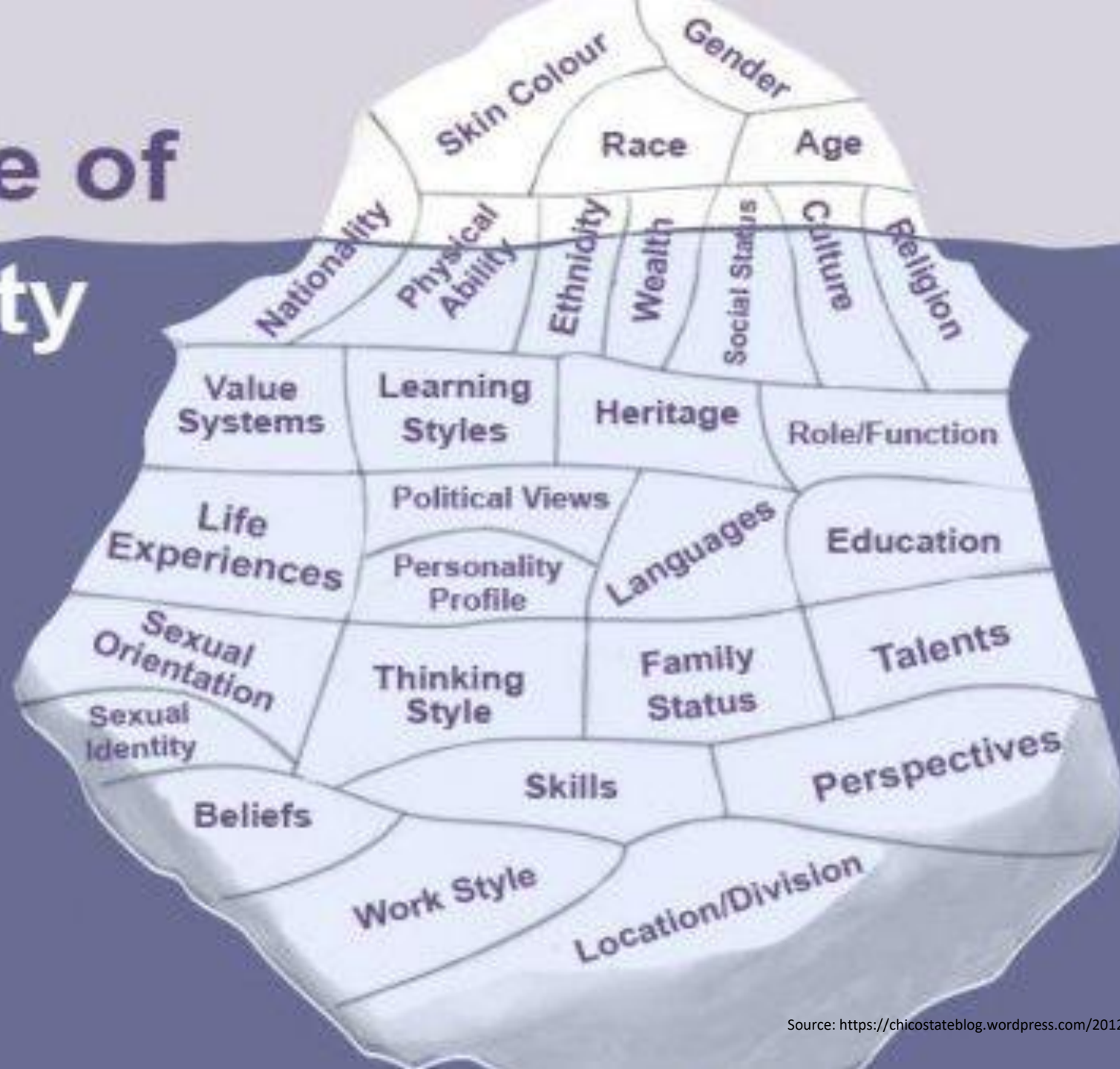
Diversity is being invited to the party, inclusion is being asked to dance, and belonging is dancing like no one is watching

Verna Myers

What comes to mind when you think of diversity?



Waterline of Visibility



WHY DON'T WE HAVE ANY
FRESH IDEAS AROUND HERE?

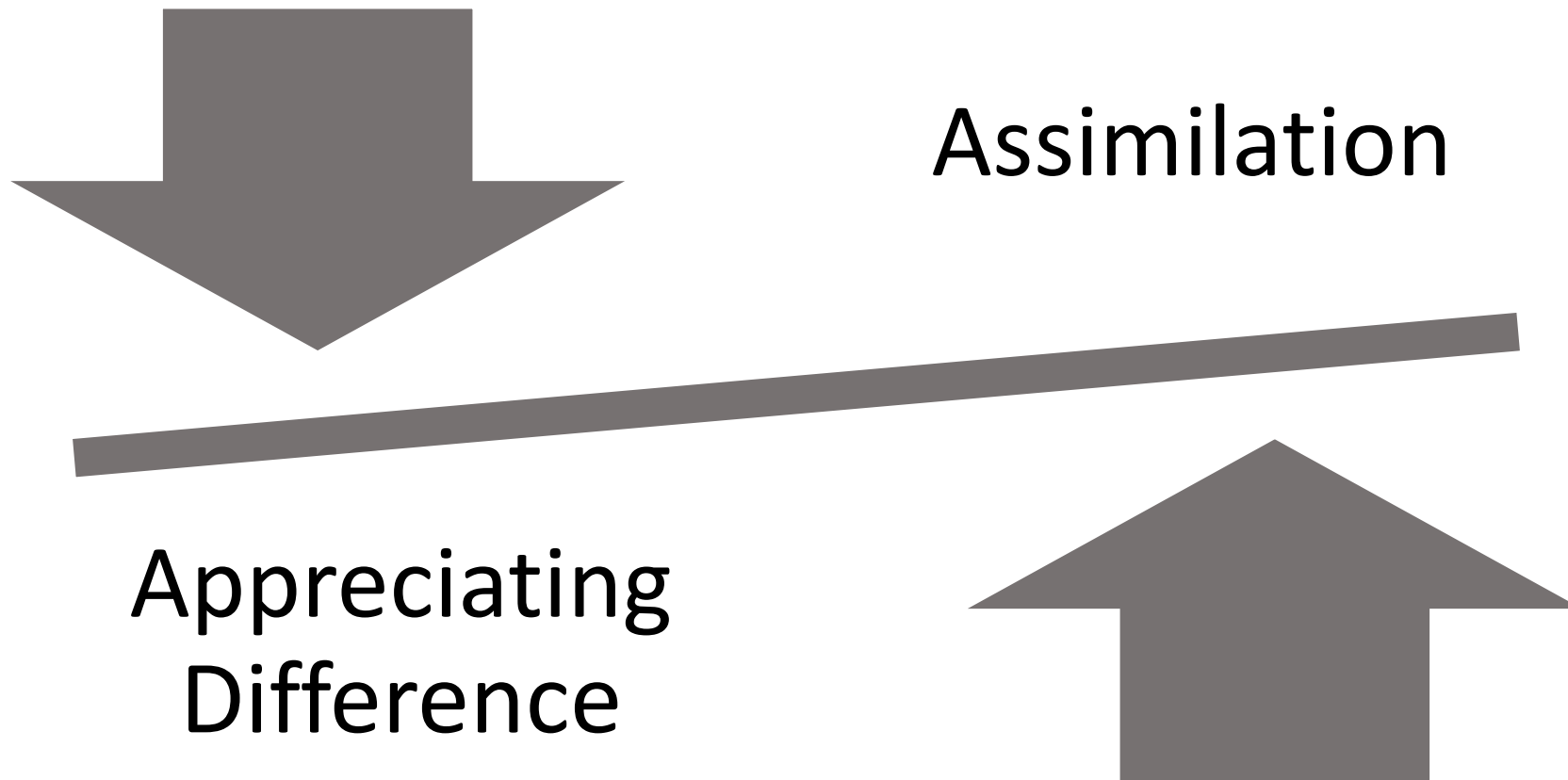


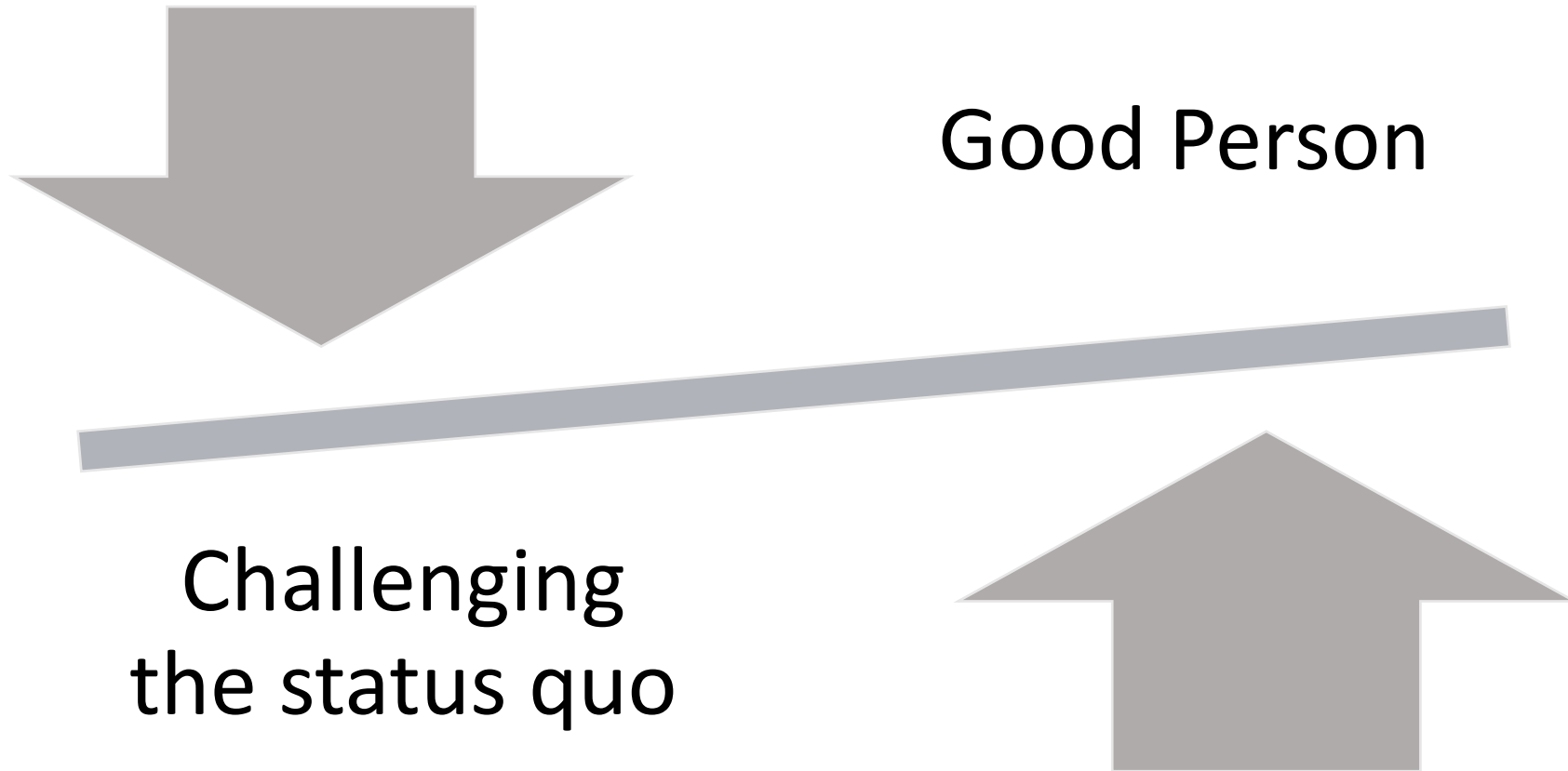
TOM
FISH
BURNE

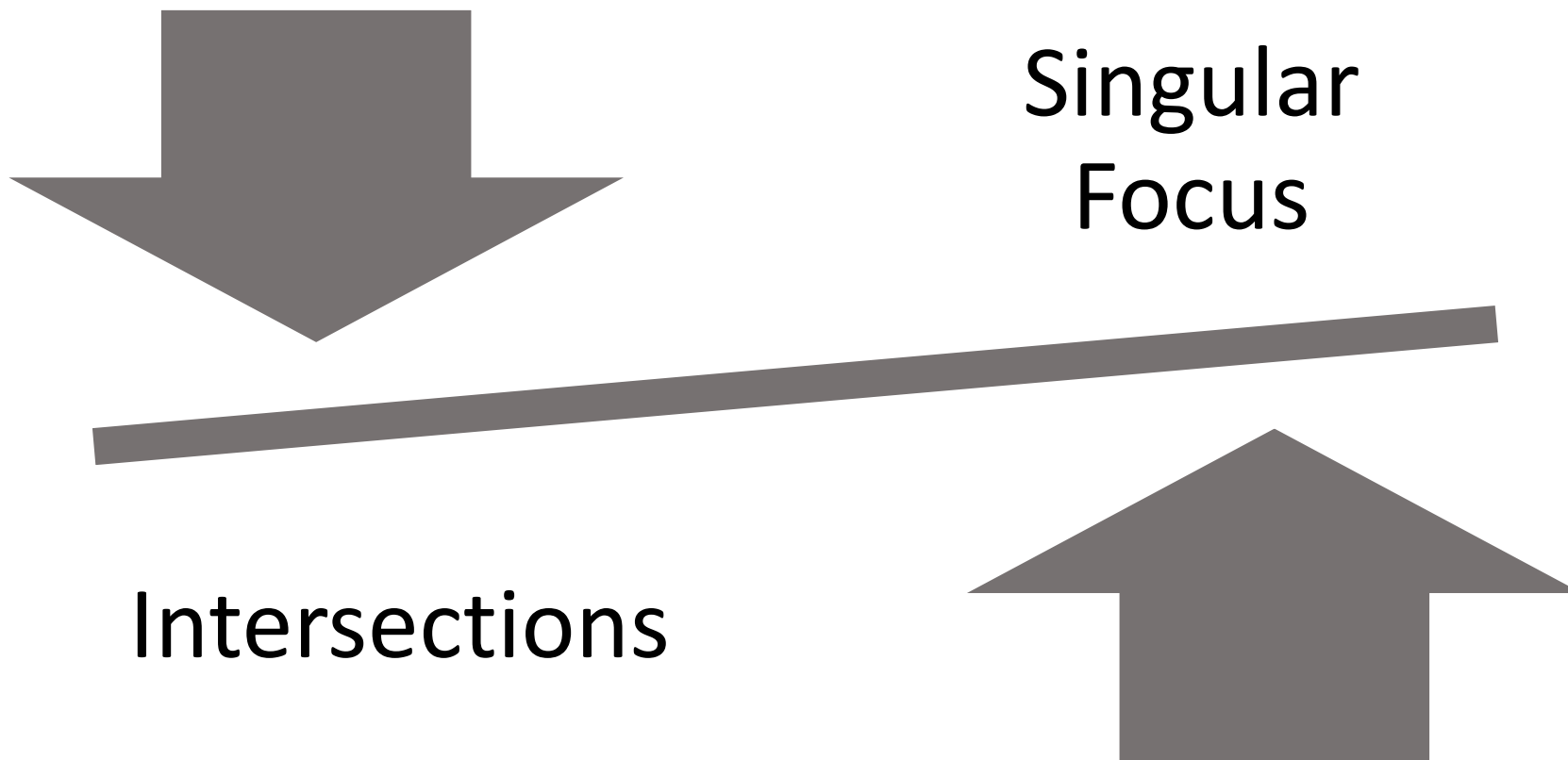




“We like to bring together people from radically different fields and wait for the friction to produce heat, light and magic. Sometimes it takes a while.”







Singular
Focus

Intersections

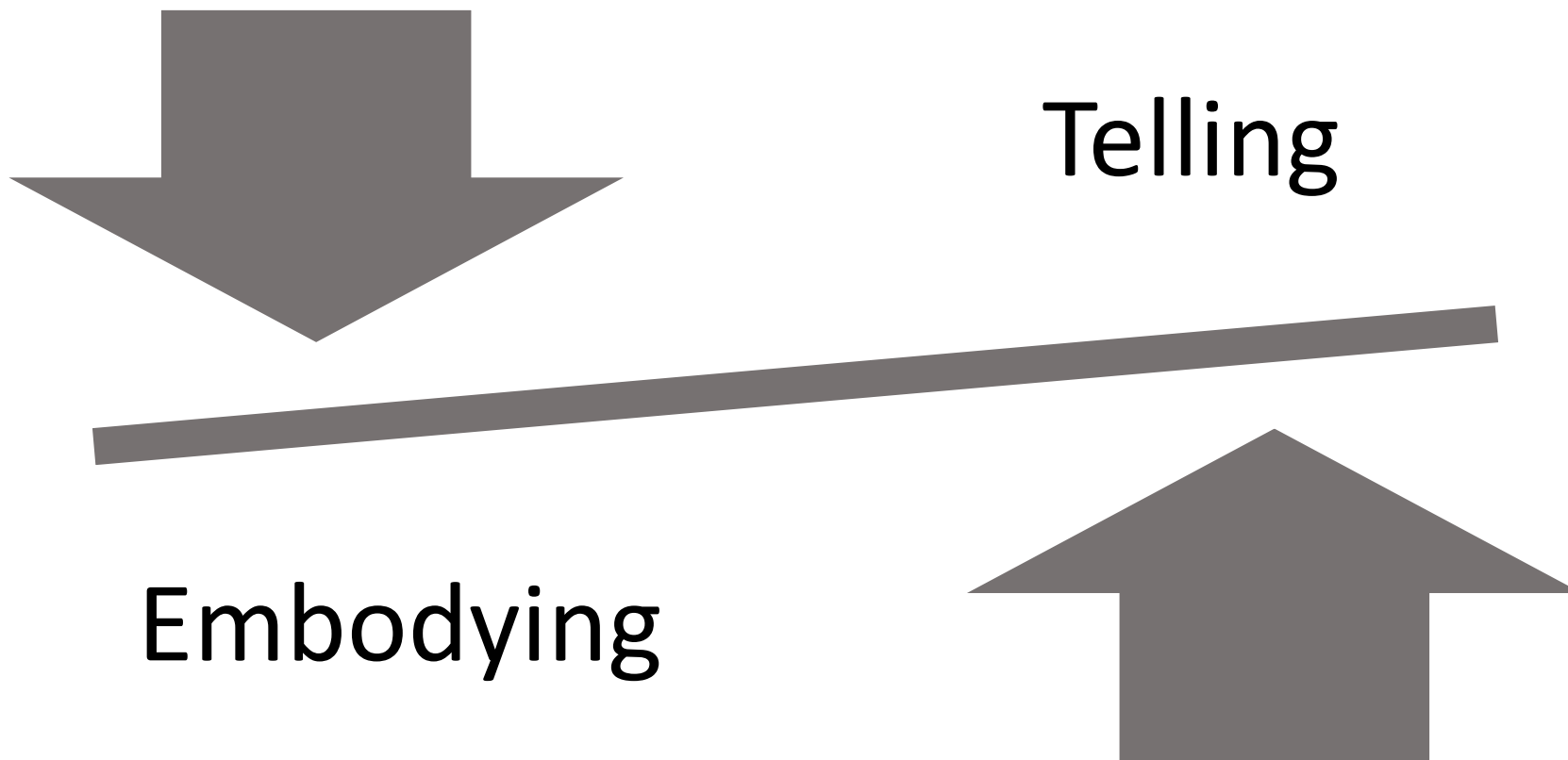


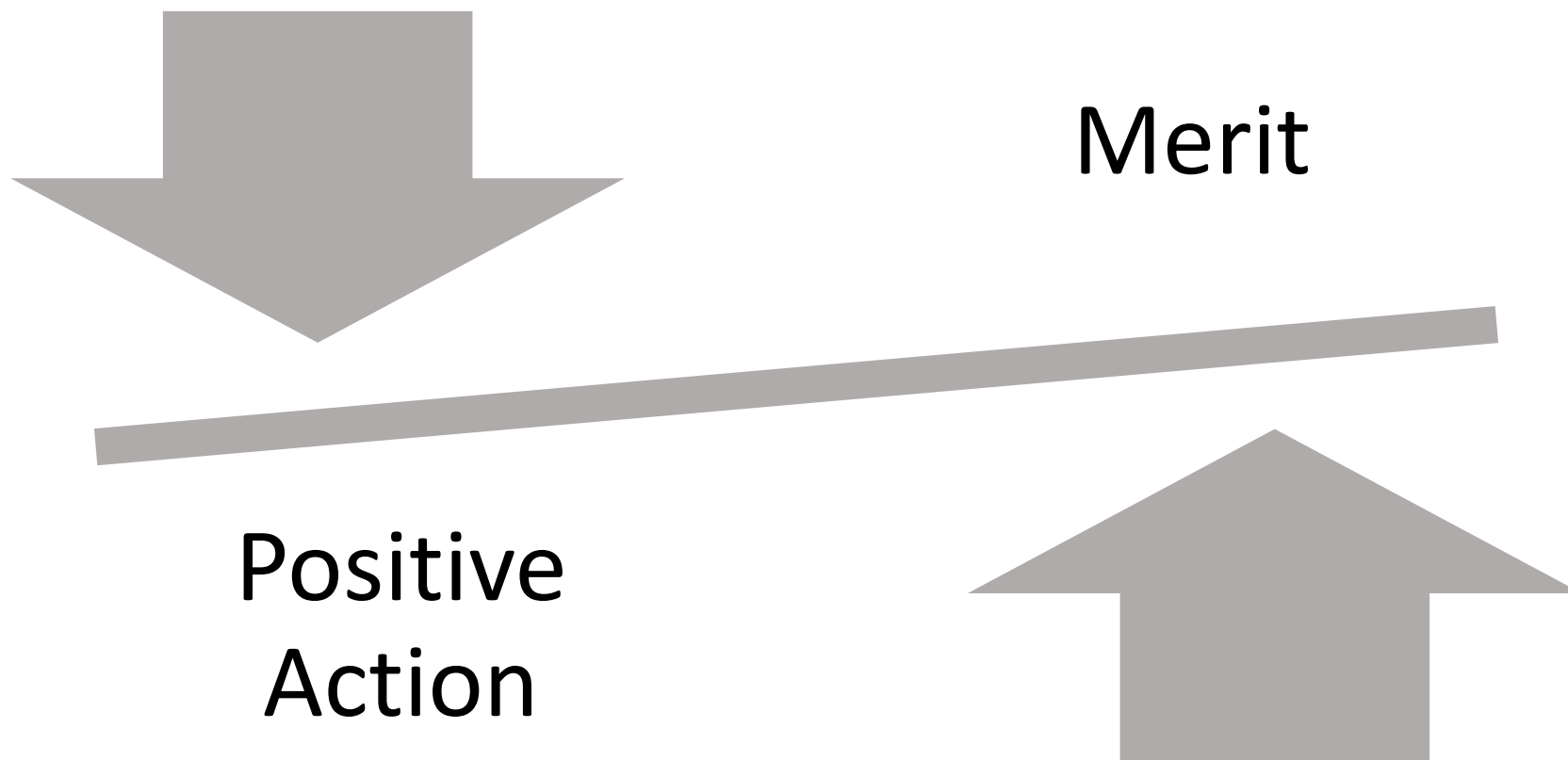
Listening for
your truth

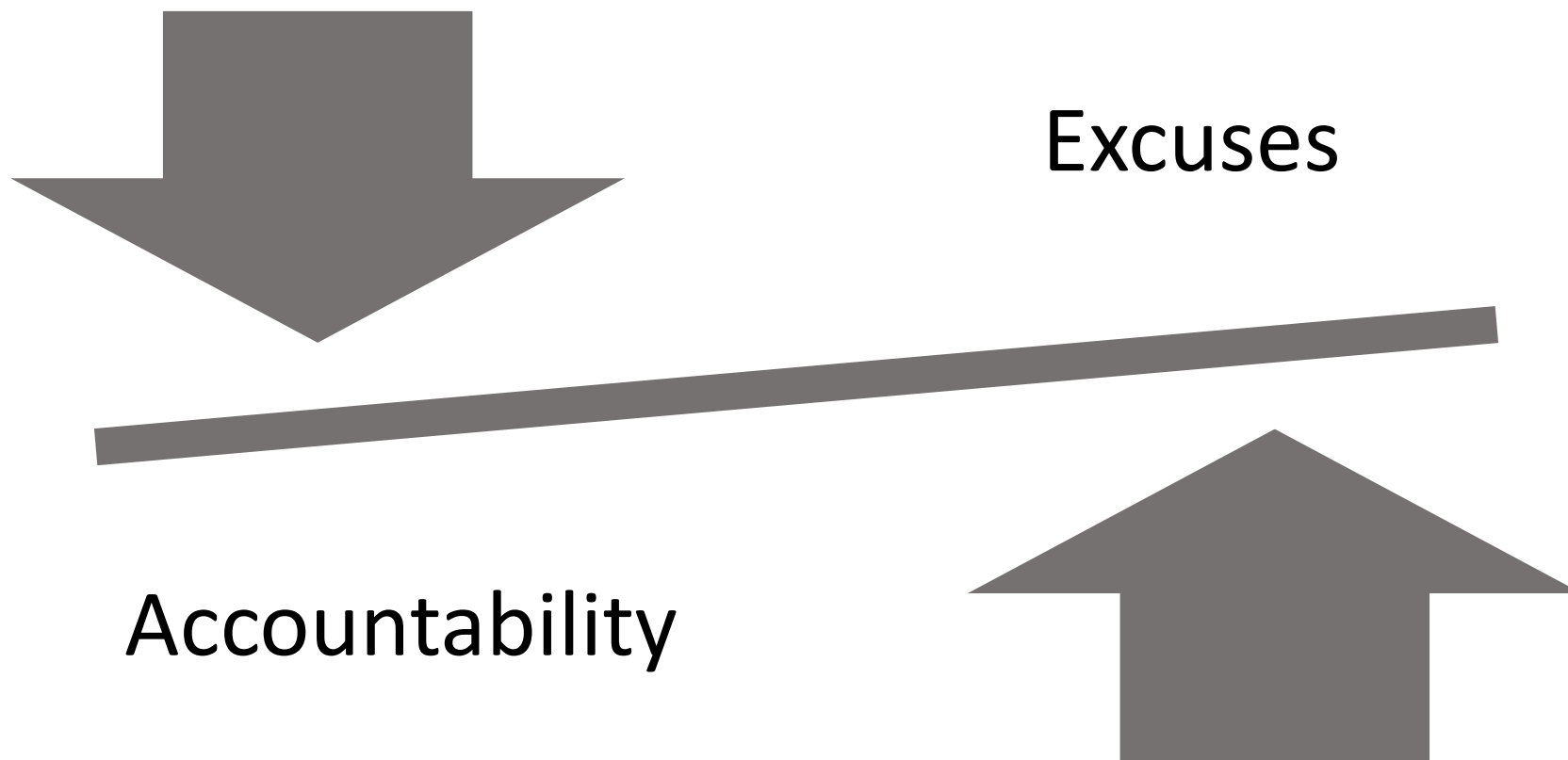


Holding
Space









Excuses


Accountability

Benefits of diversity of thought to organisations



1. Helps guard against groupthink and expert overconfidence
2. Increases the scale of new insights
3. Helps organisations identify the right employees who can best tackle their most pressing problems

What you can do today to increase diversity of thought



1. Hire differently
2. Manage differently
3. Promote differently