

# Diversity & Inclusion

The Talent Playbook is passionate about recruiting for a modern Australian society and partnering with our clients to ensure they are obtaining talent that will help them achieve optimum high performance.

We know that to succeed in achieving this, our clients need to ensure they have a Diversity and Inclusion strategy that is working to build remarkable talent communities within their business. The Talent Playbook partners with companies to diversify their workforce through recruitment and inclusion strategies. We know that especially now, the case for diversity is even stronger than it has ever been. Global data has shown that since 2014, companies that have up taken and adapted diversity strategies are now more likely than ever to outperform less diverse peers on profitability.

## Why is D&I important?

We know that one of the benefits to having a working D&I strategy, is the advantageous effect it has to the customer experience and therefore, the bottom line. Though for us here at The Talent Playbook, we know D&I has many more significant outcomes.

D&I creates harmony and greater innovation in the workplace. Companies can foster a stronger workplace culture that is built on less superficial pillars and have an ingrained, in-depth long-lasting result.

We know that the workplace in short, is a happier place to be at and that it challenges all groups to achieve the best results. We also know that D&I introduces perspective that creates new opportunities, product lines and improvements within a business. D&I also challenges management teams to constantly look at the performance of their teams and helps them manage outcomes daily to guarantee they are meeting company expectations.

## What groups are represented in D&I?

D&I represents a vast number of groups of talent within a workforce. At The Talent Playbook, we specifically specialise in assisting in the recruitment and retention strategies of the following cohorts:

- » First Nations persons.
- » Multi-cultural persons.
- » Women.
- » LGBTQI community.
- » Persons with disabilities.

We have experience and engagement strategies to help organisations attract, recruit and more importantly, retain talent from these groups. We work with teams internally to educate them on how they can continue to build successful talent relationships with these communities and how inclusion support systems can be fostered internally. We are dedicated to long term, lasting results that both client and candidate prosper from.

## How to get started?

D&I can be complex and can involve many departments, decision makers and take time from stakeholders within a business. We work to streamline the complexities by understanding what our clients are trying to achieve and then working to expedite each piece of work as a project. We will tailor a solution to suit your business and quote all project work upfront.

To continue or start on your D&I journey, we urge you to speak to us today to book in a confidential obligation free consultation.

## Let's Collaborate

Please reach out for a personalised quote and to get started on your Diversity & Inclusion journey.

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