



Executive Connection Monthly Editorial

Defy the Tightening Talent Pool with Diversity & Inclusion

Written by Bob Gershberg, *Managing Partner Dick Wray Executive Search*

The challenges we face as the labor pool shrinks and the need for talent increases dramatically, will require more aggressive, proactive and creative methods to attract, recruit and retain the industry's best talent. Employees at both staff and executive level will clearly have choices as the talent war begins to rage. What an opportune time to enhance diversity sourcing strategies and develop inclusive hiring metrics.

As our society becomes far more disparate in ethnicity, race and creed it is important to strive to attain a workforce which mirrors our customer constituency. Equally as critical, our executive teams ought to mirror our overall staff. Workforce diversity is no longer driven by social or legal responsibility; it is essential for sustained growth and viability of any business in today's global economy.

Human resource studies clearly indicate diverse groups make better decisions. Leadership teams displaying diversity in age, gender, ethnicity and sexual orientation will own greater perspective due to varied insights and multiplicity of thought. Companies that embrace inclusion coupled with best people practices will weather the test of a tight labor market far better than their competitors. Moreover, they will benefit from an enriched pool with wide-ranging creativity, skills, talents and experiences.

A sound focus on diversity and inclusion is essential to achieve sustained business success in our current marketplace. The restaurant industry has been more effective than many in its efforts to attract and develop diverse teams. We do however, have miles to go. It is imperative that we recognize the myriad of advantages and unmistakable long-term competitive edge diversity recruiting can produce. Value inclusion and drive it. The rewards will be enormous.

All the best,

Bob

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