



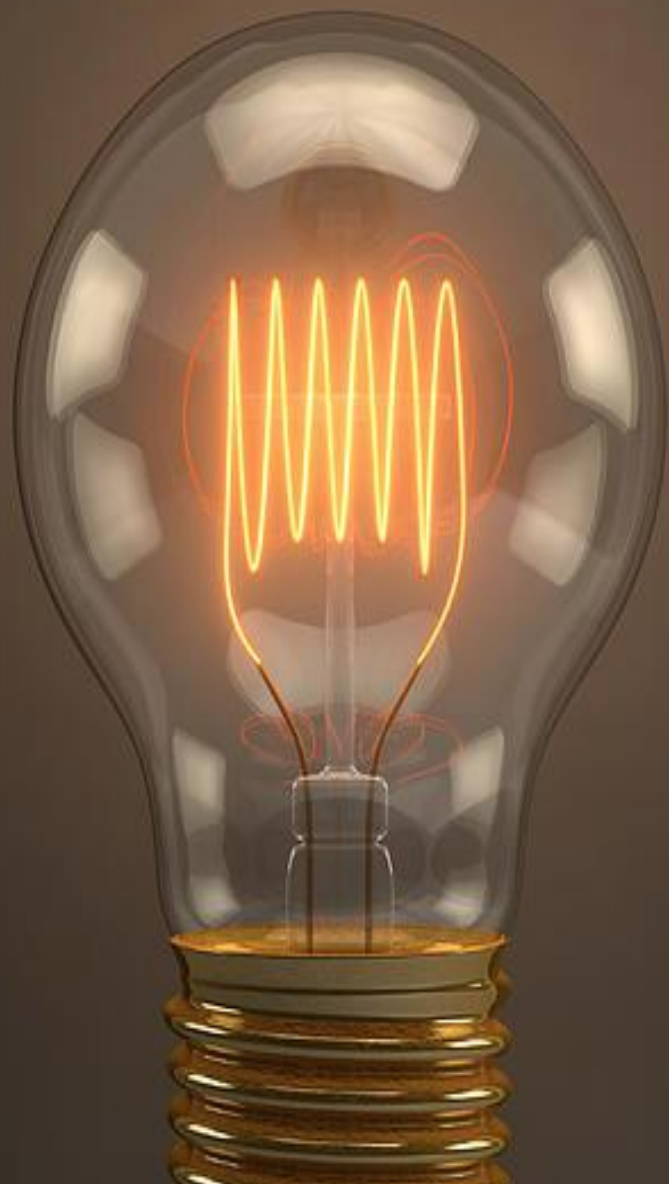
Mangfoldighed handler om at turde

People & Performance

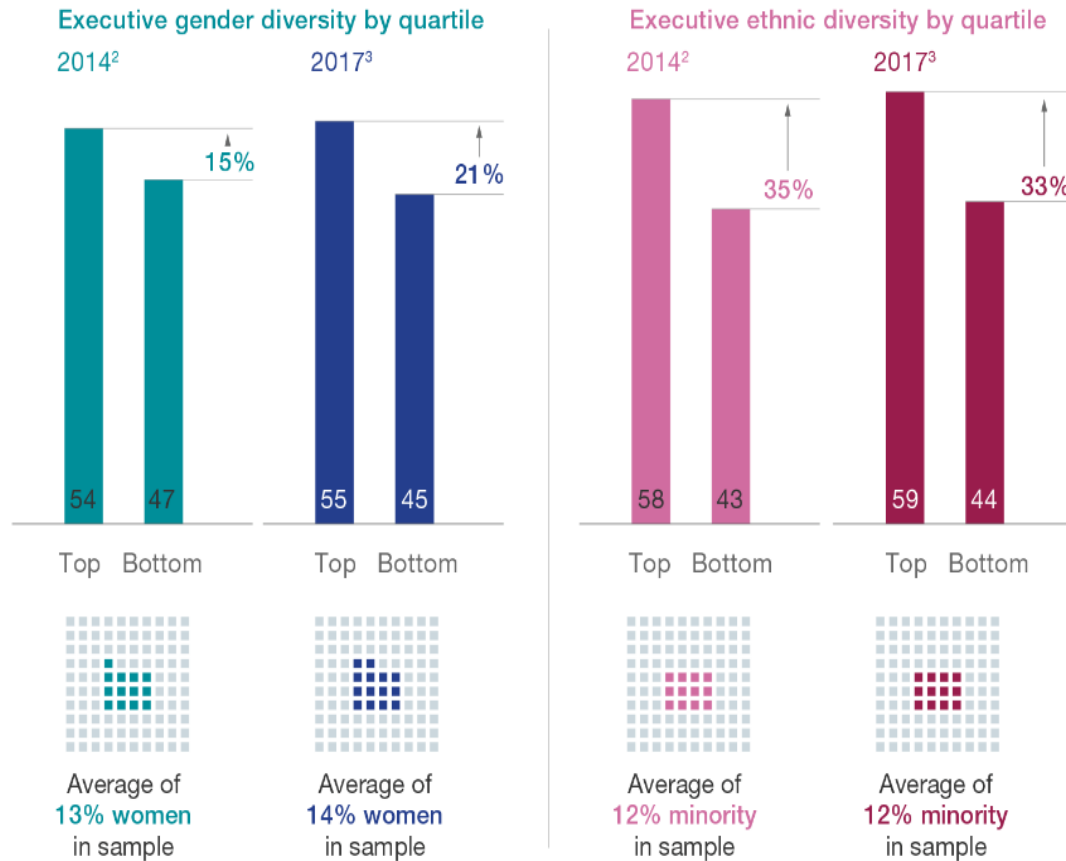


Women in the labour market!





Likelihood of financial performance¹ above national industry median, %



¹Average earnings-before-interest-and-taxes (EBIT) margin, 2010–13 in Diversity Matters I and 2011–15 in Diversity Matters II.

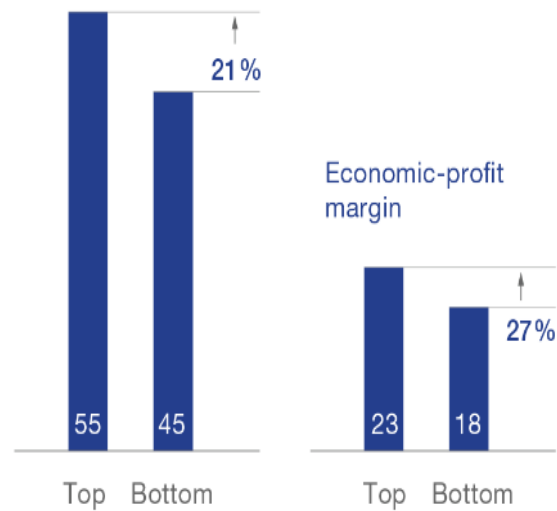
²Results are statistically significant at p-value <0.10.

³Results are statistically significant at p-value <0.05.

Gender diversity on executive teams is strongly correlated with profitability and value creation.

Likelihood of financial performance above national industry median, %

Gender diversity of executive team by quartile¹
EBIT margin²



¹Results are statistically significant at p-value <0.05.

²Average earnings-before-interest-and-taxes (EBIT) margin.

McKinsey&Company

Homogeneity



OECD, 2013

“Denmark ranked as the 4th most closed culture out of 40 global cultures”

Quota systems?

POLITICALLY CORRECT

By Jim Huber



Quota systems?



Mangfoldighed



Oxford Economics Global Talent, 2021

“The key talent areas in high demand over the next decade globally are cultural sensitivity, diversity management, and global compatibility”

08.09.14

Mangfoldighed & Inklusion

Forbes, 2016

“Diversity and Inclusion will be top priority in 2017”

McKinsey, 2017

Research shows that “Gender diverse companies are 15% more likely to outperform their competitors and ethnically diverse companies by 35%”

Deloitte, 2017

Research shows that “Inclusive teams outperform their team-based peers with 80% in team-based assessments.”

Vi skal formidle vores viden om mangfoldighed



Rekrutteringsstrategi

“Vi sigter mod et fælles mål, men vejen dertil kan være forskellig”



Hvad drømmer du om? Få den perfekte karrieresta...



Mød en kollega

Vores ledertrainees er de bedste til at give indblik i hverdagen som trainee hos IKEA.

[Mød vores trainees](#)

IKEA som arbejdsplads

I IKEA tror vi på, at alle mennesker har noget værdifuldt at bidrage med, og hver enkelt mulighed for at udvikle sig som menneske og som medarbejder. Du vokser, vokser IKEA også.

[Læs mere om IKEA som arbejdsplads](#)



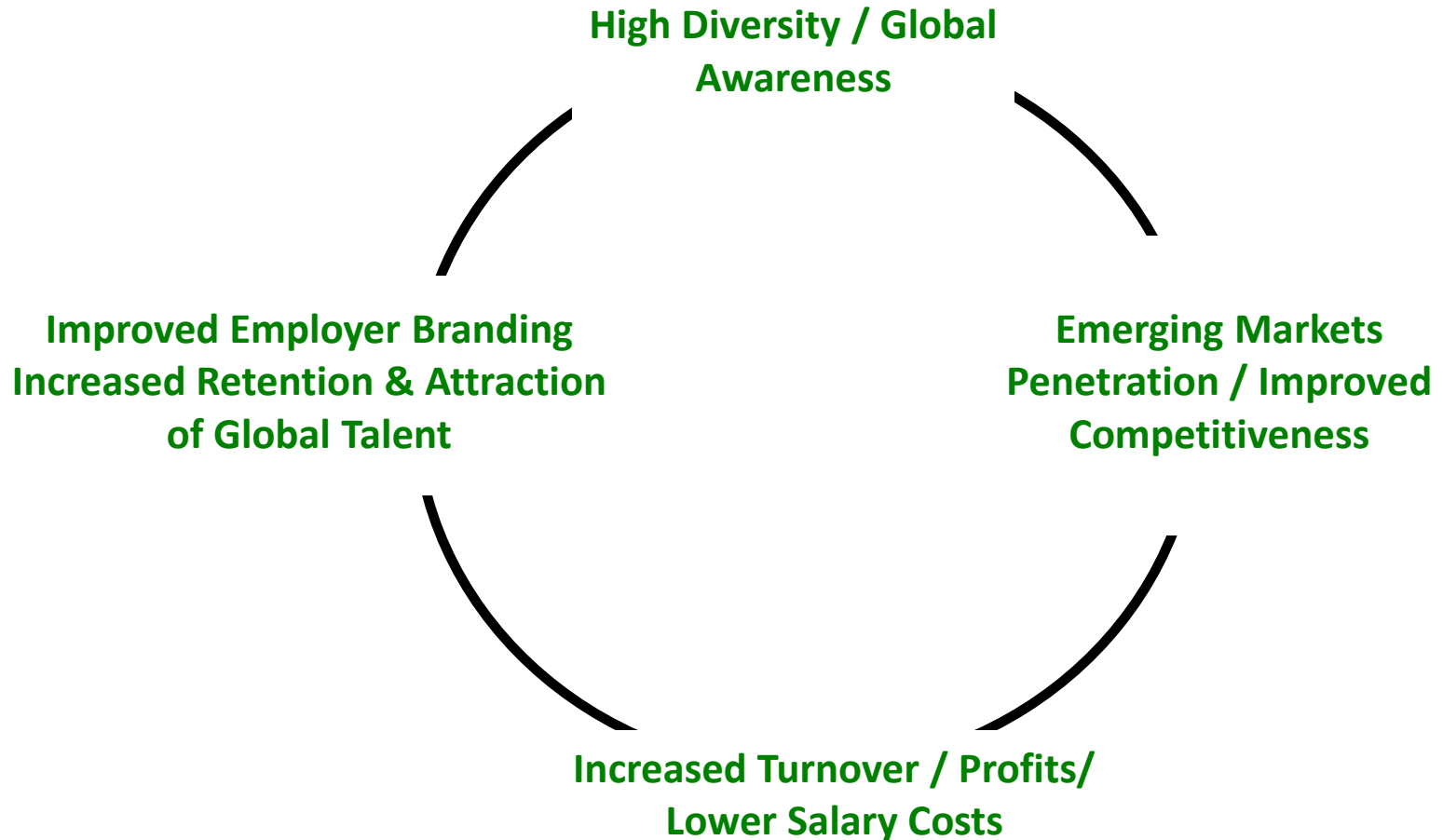
people & performance

Mangfoldighed handler om at turde

- Mangfoldighed aflæses direkte på bundlinjen
- Sørg for at organisationen forstår hvorfor
- Sørg for at der er et mål
- Tilpas rekrutteringsstrategierne
- Sæt krav til leverandørerne
- Vov at ansætte en, der ikke ligner dig selv



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