

Best in Class Snapshot

Procter & Gamble Raises the Bar

P&G’s innovative and results-driven inclusion initiatives won it a prestigious 2015 Catalyst Award¹. For 10 of the last 11 years, P&G also has been on DiversityInc’s list of Top 50 companies for diversity. The name of P&G’s strategy to develop talent and advance women says it all-- Everyone Valued, Everyone Included, Everyone Performing at Their Peak™

It starts at the top²

P&G CEO, A.G. Lafley, signs off on executive compensation tied to diversity goals, meets quarterly with employee resource groups, signs off on supplier-diversity and other diversity-management metrics, and is on the board of several multicultural nonprofits, including the United Negro College Fund.

Ten percent of executive compensation is linked to diversity goals, which are evaluated as part of performance reviews. Criteria include being an executive sponsor of an employee resource group, being a cross-cultural mentor, and recruitment and promotions in the executive’s area of responsibility.

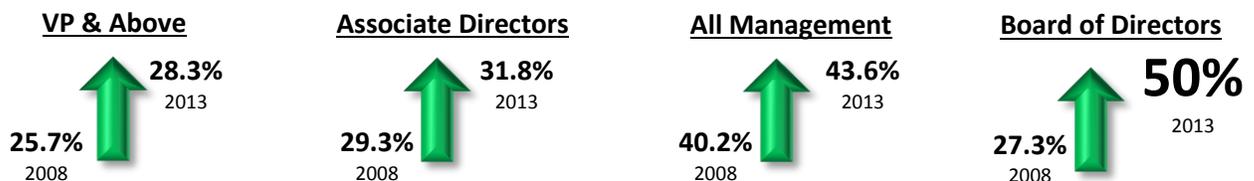
Comprehensive, integrated and results-oriented³

P&G is committed to creating an inclusive workplace that attracts, develops and retains the best talent. Throughout their business units and geographies, P&G sponsors wide-ranging learning and development resources for all levels. P&G focus on *all* dimensions of diversity including different communication and leadership styles.

Career maps allow customization of employee development and career trajectories. Capability-building tools are tailored to employees’ levels, functions and professional needs. P&G’s goal-setting system aligns business objectives with diversity and inclusion efforts. There is a Women’s Empowered Accelerator Program that provides high-potential women with the skills to advance to the next level.

The Global Flex@work initiative provides location and time flexibility, as well as a variety of reduced-hour arrangements and leave benefits to help create a culture in which both women and men can effectively manage their responsibilities outside of work.

P&G has achieved remarkable results. Between 2008 and 2013, women’s representation globally increased:



¹ Catalyst recognizes innovative organizational initiatives that address the recruitment, development, and advancement of all women, including diverse women. Since 1987, Catalyst has recognized 84 initiatives at 78 organizations from around the world.

² This section sourced from DiversityInc magazine April 2014

³ This section sourced from Catalyst.org <http://www.catalyst.org/knowledge/procter-gamble-everyone-valued-everyone-included-everyone-performing-their-peaktm>

“Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”

- Margaret Mead



Disclaimer

Show Me 50, Inc. is a 501(c)(3) corporation whose mission is to provide a platform to engage individuals in actions that level the playing field for women. We encourage individuals to actively collaborate with their companies to inform and implement a culture of gender equality that leads to the achievement of 50% women in senior leadership positions.

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