

Diverse workforce leads to excellence

Ray Upton

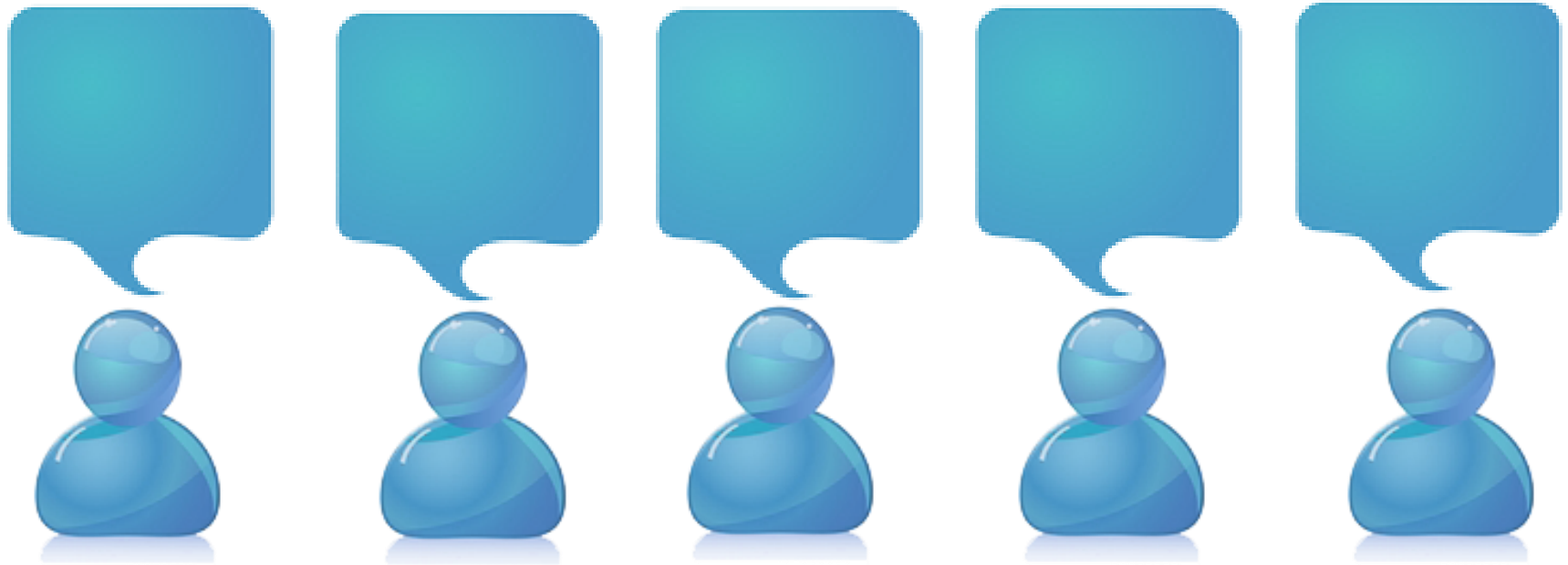
Vice President

Texas Instruments

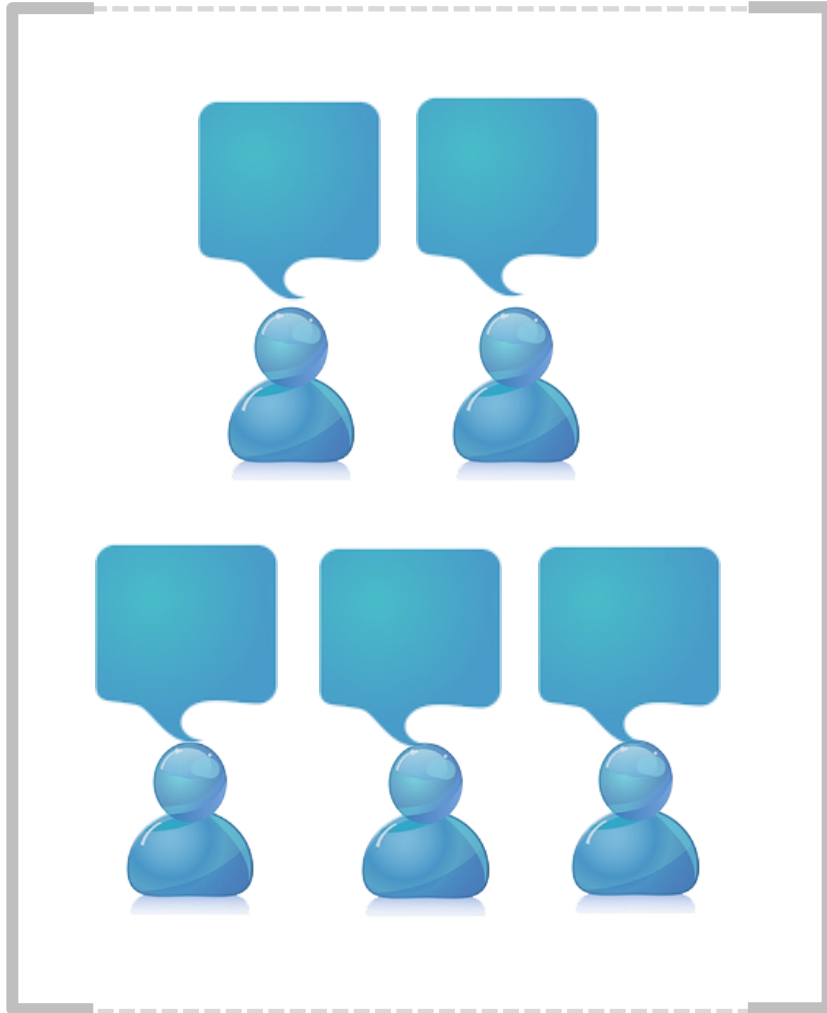
TI's commitment to diversity

- Proactive recruitment and retention of a diverse workforce
- Employee-led diversity initiatives to bolster the number of women and minorities in leadership roles within the company, and to influence the talent pipeline for future employees
- Insight groups, including highly regarded females, provide recommendations to senior management
- Women's P&L and Women for Fellow initiatives to help women succeed in senior business and technical jobs
- Close involvement with Catalyst, a nonprofit organization with a mission to expand opportunities for women in business

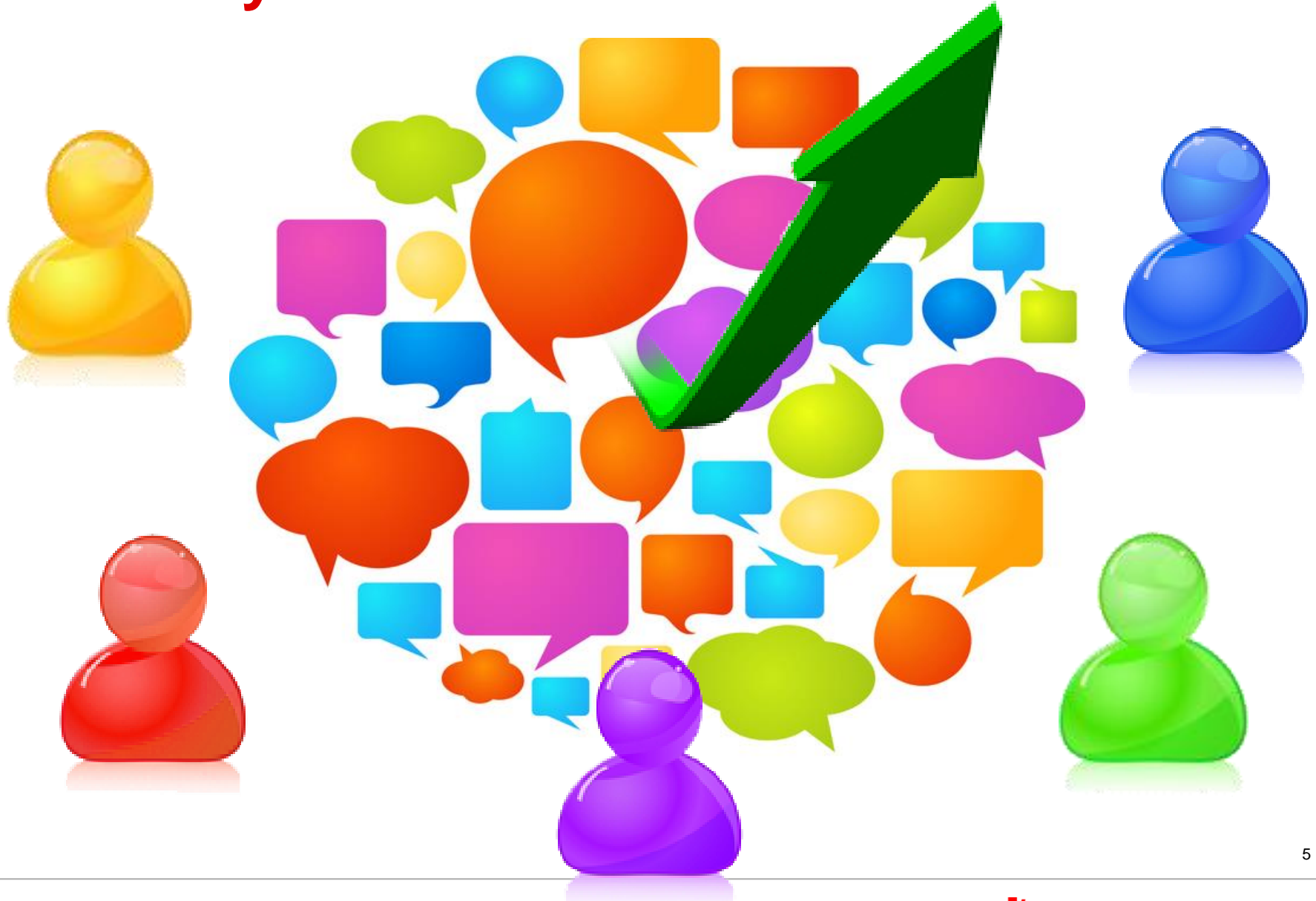
**If you keep doing the same things,
you'll keep getting the same results**



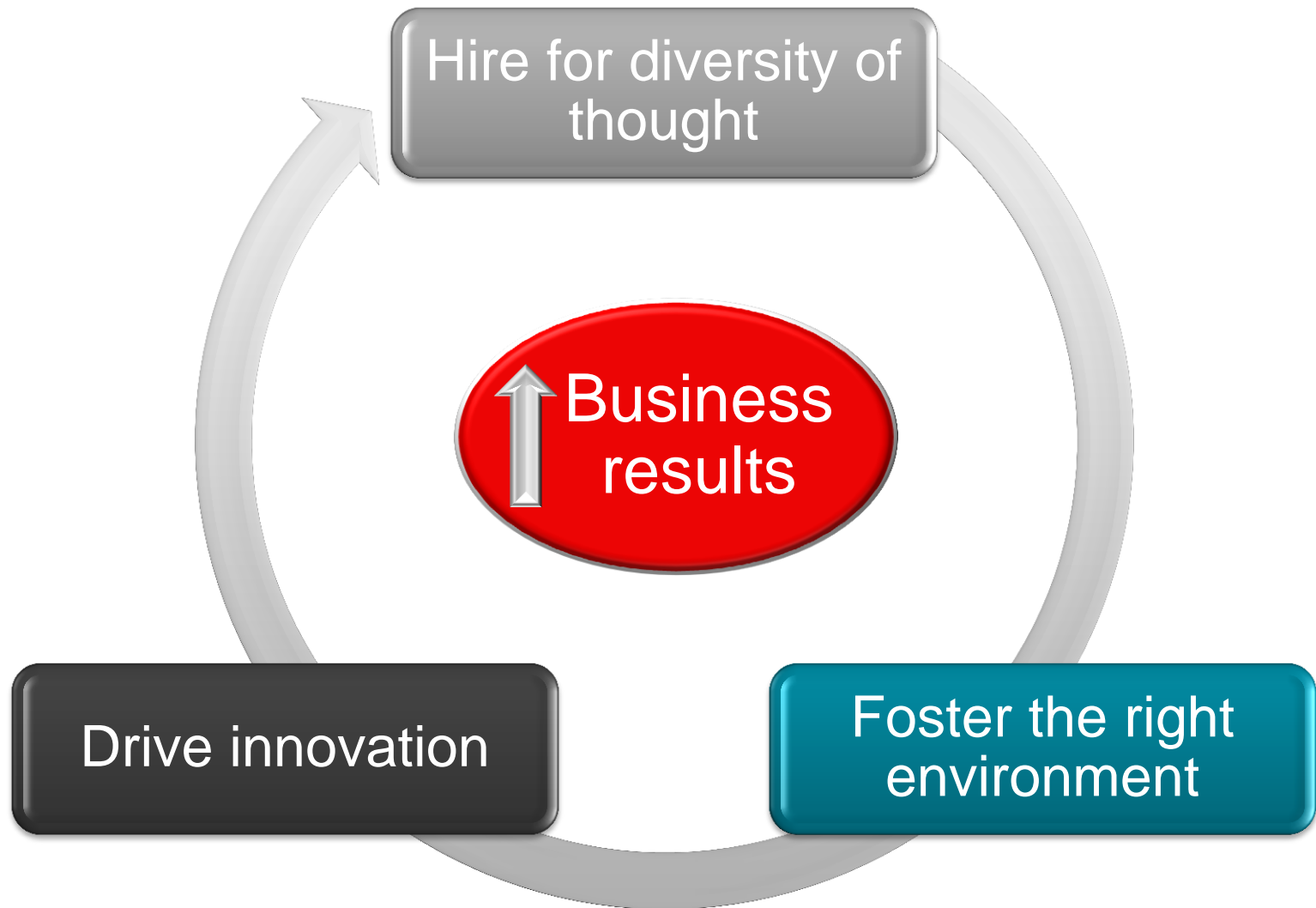
Which idea set has the best potential for a different solution?



Diversity leads to better business results



Goals should be grounded in improving business results



Some closing thoughts

- Hiring strategies should focus on diversity of thought, experience and backgrounds
- Organizations need a pipeline full of diverse talent to equip them for a diverse future set of leaders
- Diversity should be addressed from the context of achieving the organization's objectives (ex: better business results) to get traction and buy-in from senior leaders
- You can make the team as diverse as possible, but the organization is responsible for creating an environment for the team members to thrive

Q&A