

A New Look at Diversity, Equity, and Inclusion (DEI)

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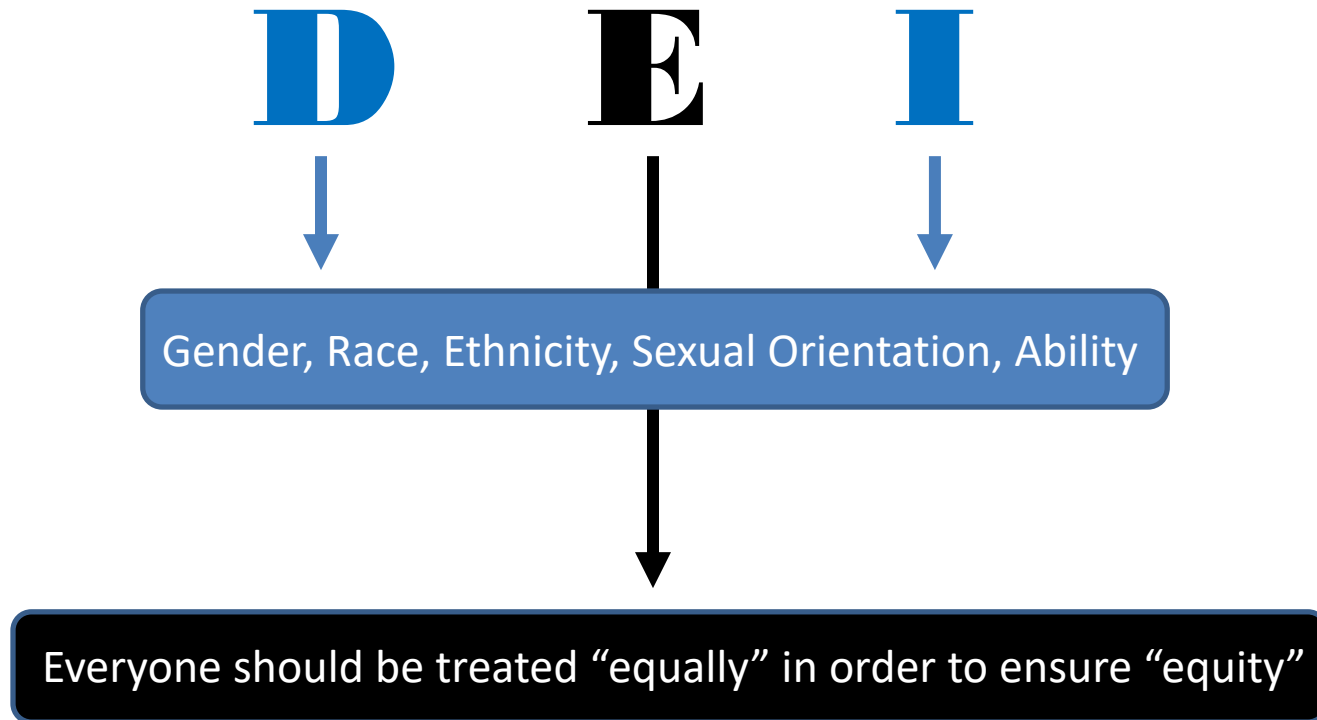
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About SAC

Stewardship Asia Centre is a non-profit organisation established by Temasek dedicated to helping businesses and government leaders, investors, and individuals activate stewardship practices through research, executive education and engagement.

Stewardship is creating value by integrating the needs of stakeholders, society, future generations, and the environment.

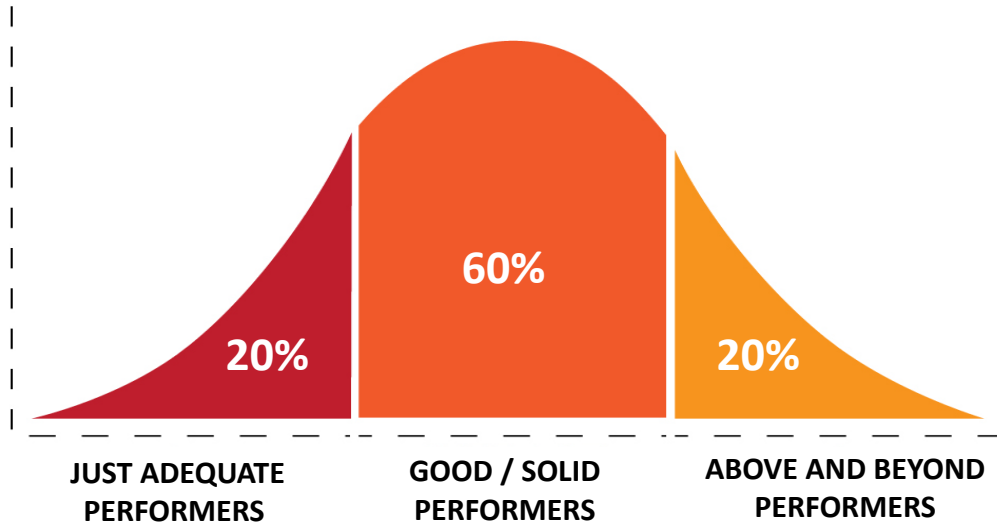
Diversity, Equity and Inclusion (DEI)



What about my employee engagement preference?

What if I don't want to be treated equally?

Performance Bell curve



80-20 Rule
[ˈā-tē. ˈtwen-tē ˈrül]
A principle that asserts that 80% of outcomes (or outputs) result from 20% of all causes (or inputs) for any given event.

Investopedia

In the Future of Work, Bosses Must be Steward Leaders

Steward Leadership is the genuine desire and persistence to create a collective better future.

1 Integrate the four stewardship values with your personal and organisational values:

Interdependence: View the world as an interconnected system in which your success depends on the success of others.

Long-term View: Create sustained value for both current and future generations.

Ownership Mentality: Take proactive responsibility to make stewardship happen.

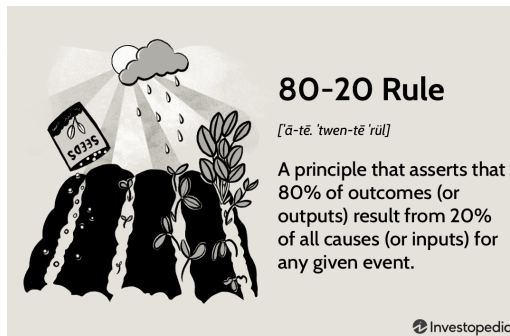
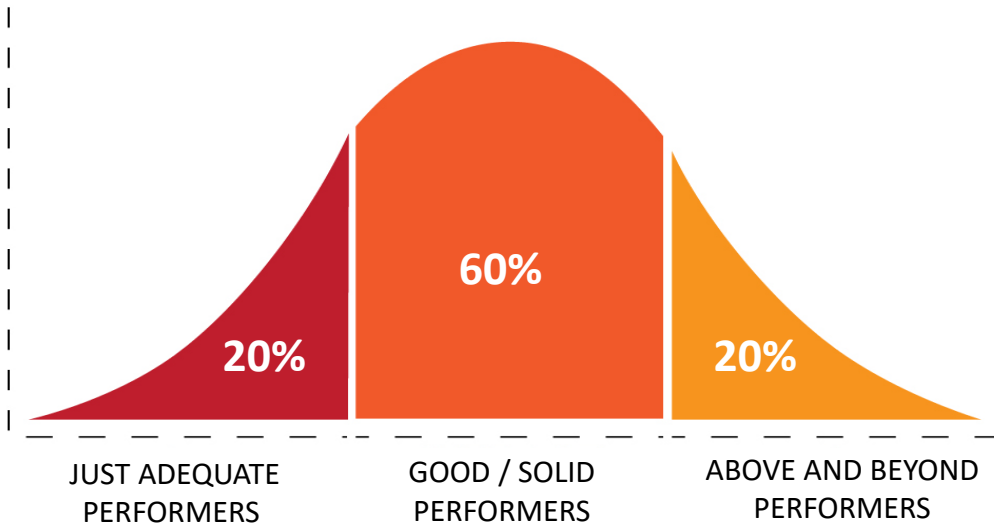
Creative Resilience: Develop tenacity to find innovative solutions to disruptive challenges.

2 Based on these values, articulate your stewardship purpose to create a collective better future for a variety of stakeholders, society, future generations and the environment.

3 Ensure everything you do during both calm and turbulent times is aligned to and governed by your Steward Leadership Compass.



Summary and Conclusion



THE NEW D-E-I EQUATION

1. Give freedom of choice to enhance productivity and engagement.
2. Shed the outdated “one-job-loyalty” mindset
3. Redefine performance measurement and rewards. Make compensation transparent.
4. Treat employees unequally but equitably based on their engagement choices.
5. Educate/encourage business bosses to become steward leaders.

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Rajeev Peshawaria, Contributor

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To Continue Growing, Quit The Big Job

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Peter Wong (not his real name) was a rising star in of one of the largest global banks in the world. Starting out in Asia as an entry level hire, he steadily made his way up after completing several expatriate assignments across the globe. At the rate he was progressing, it would only be a matter of time before

