

# The DIL Discussion

Udai Pareek Memorial Lecture

Shiv-NHRD Calcutta

22 Nov 2013

**Udai Pareek**

**D**iversity

**I**nclusion

**L**oyalty

**Organizations are challenged  
today both on performance and  
people**

**The Performance challenge is one of Innovation to drive growth.**

**Innovation is about SEEDS  
and SOIL.**

**The People challenge is one of  
Values fit, Attrition and  
Productivity.**

**There are no easy answers. We need to think about the type of company we want.**

# Diversity

- **Men to Women**
- **National, Cultural**
- **Age bands**
- **Educational Background**
- **Industry experience**

# Inclusion

- **Feel part of, I belong**
- **Communication**
- **Personal and respectful Interaction**
- **Naïve listening**
- **Replying via technology**

# Loyalty

**We always ask “are Individuals loyal”?**

# Loyalty

**We then ask if the loyalty is to an individual or the Institution?**

# Loyalty

**We should also ask “what is the organizational loyalty to its employees?”**

# Loyalty

**Loyalty is a two way street.**

# Loyalty

**Loyalty starts with the heart,  
about purpose, do I feel energized  
by the purpose and committed to  
it?**

# Loyalty

**Loyalty builds when an individual sees an innate sense of fairness in the system.**

# Loyalty

**Loyalty builds when there is a one for all, all for one mentality in teams.**

**How do we get the Dil at work?**

**Diversity has to be mandated.**

**Inclusion starts with leaders.**

**Loyalty starts with the company.**

# Summary

- **Udai Pareek**
- **Innovation**
- **Culture**
- **Mandated/Leadership/Company**