

# EXCELSIOR:

Supercharge Your  
Talent

2017 Joint ERG Summit  
& Elevate Forum

ELEVATE

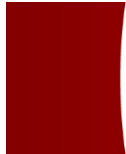




# **Mike Sebring**

Head of Inclusion and Diversity for  
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# Busting Down Doors



Mike Sebring  
Head of Inclusion and Diversity for the Americas  
MUFG Union Bank

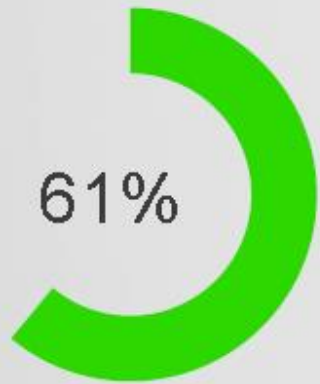
Elevate Conference  
June 1-2, 2017

Who opened the first door?

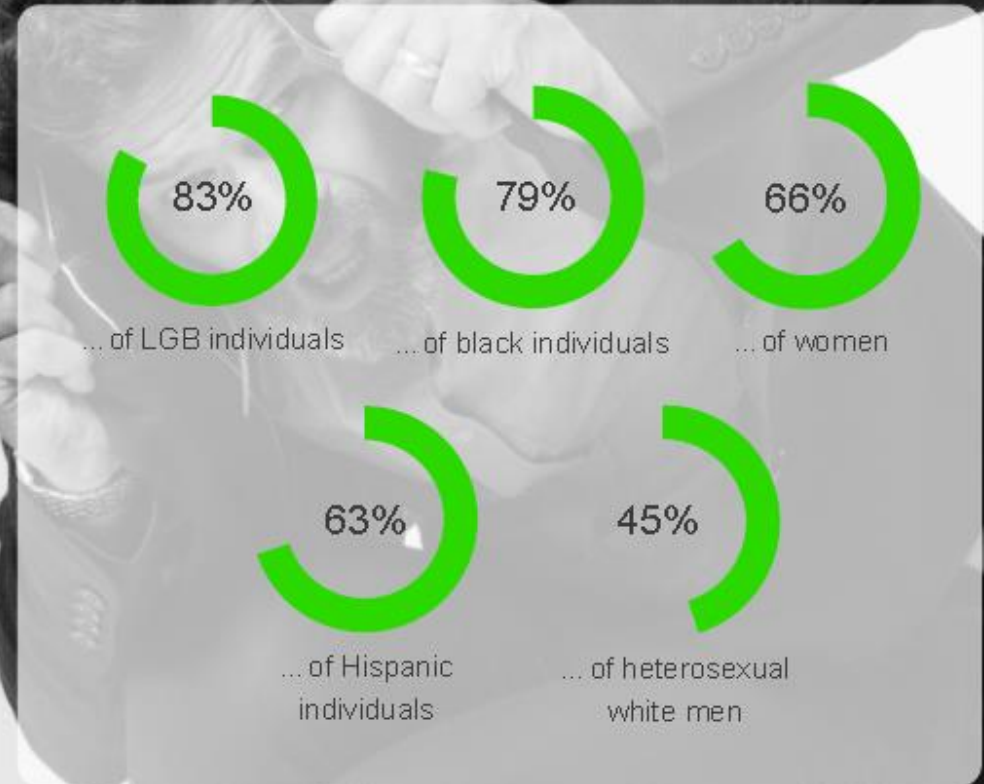


Trying to Fit In

# Bend out of shape



...of employees bend themselves out of shape to fit in at work



Yoshino and Smith (2013).

“Moments That Matter”

# Inclusion & Diversity Lens

## Hiring Approach

- Required posting of open positions
- I&D Recruitment Teams focused on reaching out to and attracting diverse talent pools

## Performance Management and Promotions

- Monitor pre/post diversity cuts of data against source pool for annual promotions.
- Tracking/monitoring hiring, promotions, voluntary and involuntary turnover

## Talent Calibration and Succession Planning

- Pre/post talent data review
- Use of inclusive and unbiased language during 9 box discussions.

## Development

- Develop solutions for diverse populations
- Mentorship/sponsorship programs for women and minorities



Who's Door Will YOU Open??

- **Boy Scout Camp Geronimo 1983**



# Thank you, Mike Sebring!



**ELEVATE**  
Don't Wait. Elevate.