



# Inclusive Recruitment and Innocent Ignorance Training

- Delivered by Diverse Hiring Practitioners
- Upskill Hiring Managers
- Drive Diverse Hiring Outcomes

Creating a diverse and inclusive organisation where employees reflect the broader community and can bring their whole selves to work continues to be a business imperative in APAC. The business case for diverse hiring is compelling – increased employee productivity, reduced attrition, and enhanced talent attraction as candidates increasingly seek purpose, meaning and belonging in their employment.

Diverse hiring is not the sole responsibility of recruiters, talent acquisitions teams, ED&I departments or HR. For diverse hiring objectives to be achieved, it is crucial hiring managers are well-informed of diverse hiring recruitment processes and engaged with ED&I corporate objectives, so they can take ownership of their role in meritocratic hiring.

### **Don't have the in-house resources or knowledge to implement inclusive, best-practice hiring?**

Our **Inclusive Recruitment & Innocent Ignorance Training** for hiring managers is delivered by award-winning Diverse Hiring Practitioners and aims to deliver a meaningful behavioral change that will support your corporate ED&I objectives and diverse hiring outcomes.

#### **Our **Inclusive Recruitment & Innocent Ignorance Training** covers:**

- An overview of the current employee demographics at your organisation
- Hiring trends at your organisation
- Diversity Fails: what happens when teams aren't diverse?
- Innocent Ignorance & 'Top Tips' to minimise bias.
- Creating a Diverse Interview Panel
- Avoiding Innocent Ignorance
- Broadening your network to attract under-represented talent

This high-impact training can be delivered in virtual, intimate workshops or at scale through virtual learning modules, depending on the level of complexity or cross-border nature of your hiring manager population. Bespoke sessions can be delivered in as little as 60 minutes, reducing downtime for your business, while maximising outcomes.





# Award-winning services

Our award-winning **Diverse Hiring** Services are trusted by many of the world's largest employers including GSK, NHS, HSBC, AXA, and Phoenix Group.



Group Product Innovation Winner 2023



Reuters Events: Responsible Business 2021  
HIGHLY COMMENDED

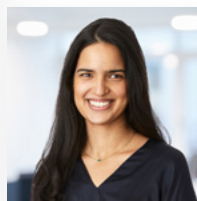


"Working with Pip and her colleagues at Resource Solutions has been great. The output of their analyses, supported by a host of tangible recommendations for action across our geographies, not only helped us - with that "outside in" lens - to corroborate and further align our thinking in what we knew we had to change in our HR communication and collaterals, it also gave us the focus and energy to do so and to take this on globally and, indeed, swiftly. It also helped us feed and steer the employee and business leader led DE&I workstreams in our Regions and the Global focus on actions beyond awareness building and beyond gender."

**Peter Vosch**

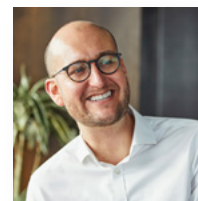
Vice President of Human Resources, Ansell

Contact our Diverse Hiring experts for an exploratory discussion and find out how we can significantly impact your diverse hiring recruitment goals.



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## More modules in the Diverse Hiring suite

- Recruitment Inclusivity Audit
- Project Unbias
- Gender Data Audit
- Job Advert Audit
- Diverse Hiring Toolkit
- Neurodiverse Hiring Event Design & Delivery
- Peer Review Optimisation

# About Resource Solutions

Resource Solutions is part of the Robert Walters Group and is a leading provider of outsourced recruitment and consultancy solutions with a global footprint spanning 31 countries.

By putting expertise, intelligence, and innovation at the forefront, we redefine work so everyone has a lifetime of opportunity.



## Our solutions

### Full RPO

We manage the entire hiring lifecycle – from the sourcing to onboarding. This solution can be applied to enterprise recruitment or selected job types, divisions or bands.

### Project RPO

A rapid response to your recruitment needs. Our recruiters can implement an agile hiring process quickly and effectively to deliver scalability to your in-house recruitment function.

### Modular RPO

We provide the individual RPO components you need most – from talent sourcing and recruitment administration, to screening support and technology.

### RPO On-Demand

A flexible, low-volume based service ideal for organisations who are experiencing spikes in their recruitment or require ongoing scalability for their in-house team.

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