

Sex, Politics & Religion

The New Competitive Advantage

The Problem

- The law encourages employers to repress any expression of sex, politics and religion
- HR policies therefore have the unintended consequence of repressing what makes us human
- We ask our employees to park their deepest values and beliefs at the door.

Our Experiences

- Companies that tried their very best to comply with the law seemed to have the most claims and lawsuits.
- Companies that followed the law, but were a little more relaxed about values and beliefs seemed to have less claims.

Repression

- Repression is like a water balloon. You can squeeze it here or there. The harder you squeeze it, the more it bulges out somewhere else, and...
- If you squeeze too hard, you will soon have a big, wet mess.

Limitations of the Law

- Limited, narrow class of protection
- Prohibits discrimination or harassment based on things we cannot change about ourselves
- Important Point: The Law does not make being a jerk illegal.

Developing Healthy Attitudes

- Leadership attributes
- Walking into chaos
- GPS

Leadership

- Non-reactive
- Non-critical
- Non-judgmental
- Listen for value
- Seek balance and value balance

Walking into Chaos

- Conflicts are energy points
- Establish ground rules for conversations
- Eliminate distractions
- Ask questions, but don't cross examine
- Don't make fast decisions

Global Positioning Statement

- Your GPS states your attitudes towards sex, politics & religion
- Evolving, living document
- Helps to open a dialogue

Benefits We Have Observed

- Recruit and retain the best employees
- Unleash inherent creativity
- Expand market share with new opportunities
- Improve critical thinking, decision-making, problem solving skills of your organization

Summary

- We have spent the last 150 years eliminating discrimination and bias at work. Let's spend the next decades developing healthy attitudes towards sex, politics and religion.

The End

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