



How to Retain Global Talent

Building an inclusive workplace benefits all employees and helps you attract and retain a strong workforce. Competitive businesses create an environment where people with diverse skills and perspectives feel valued and can contribute to their full potential. High-retention workplaces offer:

- Ongoing career development opportunities
- Company leaders who respect the skills, perspectives and efforts of all employees
- A welcoming and team-oriented company culture
- Appreciation for work-life balance
- Fair compensation and advancement opportunities
- Recognition for a job well done

MENTORSHIP PROGRAMS & BUDDIES IN THE WORKPLACE

MENTORS generally have significant experience in the field in which an immigrant wishes to work. They can advise the newcomer about the Canadian industry context, and connect him or her with other professionals, or even with companies who are hiring. Mentors can develop leadership skills within your organization. Consider encouraging staff to become involved in community-based employment mentoring programs such as Lutherwood's (see quote above), or developing an internal mentoring program to encourage career development.

BUDDIES or **PEERS** can orient a newcomer employee to a new workplace, and are especially helpful if the new employee needs support related to language and workplace culture. For new hires who are recent immigrants, this is especially important to ensure speedy and successful integration into the workplace. Consider setting up a buddy system within your company.



RESOURCES

Lutherwood Mentorship Program ➔ bit.ly/1RvH7jx

ALLIES Toolkit – Mentoring ➔ bit.ly/1gFdp6Y

CELEBRATIONS & RELIGIOUS OBSERVANCES



Respecting differences of culture and faith in the workplace does not mean that we should 'take down the Christmas tree'. Consult with multicultural calendars before planning major meetings and events to ensure that employees of all creeds and cultures can participate.

Key Messages

- Support new hires at work with a buddy or mentor
- Leverage innovative product and marketing ideas
- Know your legal obligations
- An inclusive workplace benefits all employees



Quote

"Mentoring gives me a chance to strengthen my skills as a coach and leader."

Mark Sauder, Senior Project Manager, The Co-Operators,
Lutherwood Mentorship for ITPs Mentor

Did You Know ?

Employers have a **DUTY TO ACCOMMODATE** in the workplace. The Ontario Human Rights Commission website has step-by-step information and examples to help you.

➔ <http://bit.ly/1gVZV8A>

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