



UPCOMING RESEARCH PROJECTS

The Center for Talent Innovation drives ground-breaking research that helps our corporate partners leverage talent across the divides of gender, generation, geography, and culture. Our studies have reshaped the way businesses think about and optimize their human capital. Companies involved in our research are well positioned to enhance their brand and emerge as thought leaders in this space.

Wonder Women: Flourishing and Thriving on the Frontiers of STEM

Pub. Target: Summer 2018

This timely project will arm both qualified women in STEM and their employers, with the insights, tools and tactics needed to accelerate the progress of female technologists, engineers and scientists. Among other highlights, we will map and measure “perceived bias,” create differentiated strategies for under-represented minority women, deliberately include white, male voices, and zero in on risk to brand. There will be a deliberate focus on STEM women in companies where science and technology are not the “business of the business” as well as on tech, engineering and life sciences firms.

Sponsors to date: Bank of America, GE Foundation, Genpact, Intel Corporation

In Transition: Securing the Safety of Trans* Employees

Pub. Target: Summer 2018

As trans* individuals become more accepted in some ways, and more threatened in others, CTI proposes research focusing on the unique challenges and opportunities for trans* employees and their employers. This research will highlight subtle micro-aggressions and overt discrimination and bias facing trans* employees in white collar occupations, and will explore ways companies can support and include them. Better inclusion of trans* individuals can signal to employees of all backgrounds that a company takes diversity and inclusion seriously.

Sponsors to date: Bloomberg LP

* refers to individuals whose gender identities do not align with the sexes assigned to them at birth, as well as individuals who do not identify solely as men or solely as women

The Sponsor Dividend: An Investment Guide for Leaders

Pub. Target: Fall/Winter 2018

As a time-starved leader, why should you devote prime time to sponsoring talent across the divides of gender and ethnicity? What is the pay-off for you, for your firm? CTI's preliminary data show that, done well, sponsoring diverse talent has big up up-sides. This new data-driven study will create a sector-specific "playbook" for executives seeking to be successful, efficient sponsors. Using a rich set of case studies, it will also lay out how inclusive sponsorship drives competitive strength and lifts the bottom line.

Sponsors to date: American Express, Bank of America, Freddie Mac

Off-Ramps, On-Ramps and Agile Careers

Pub. Target: Spring 2019

Our economy has yet to settle into a new work model that maximizes productivity for employers and engagement for employees. Instead, we rely on models that developed decades ago for traditional family/economic structures. Yet shifting demographics, family structures, work content, and technology makes old models obsolete. In the wake of these shifts, employers fear loss of productivity while employees confront unsustainable demands from work and home. Media and academia frequently position employer and employee needs as quite distant from one another, but we hypothesize their needs are far from irreconcilable. This project will develop a new model to maximize both employer and employee needs, document those challenges that currently prevent companies from discovering the model themselves, and provide a pathway to overcome them.

Faith at Work

Pub. Target: 2019

Faith, race, and ethnicity are often conflated—creating a point of pain and an opportunity in the workplace. Religious stereotypes can further pigeonhole and limit women and employees of color in the workplace. Yet greater inclusion of faith traditions could open doors for those same employees, allowing them to bring their full identities to work. At the same time, companies looking to create consistent cultures, rooted in corporate values, may clash with those values promoted by a given faith tradition. Employers struggle to help employees navigate these conflicting value sets. This research will document the conflicts—and provide some direction for helping employees navigate them.

Sponsors to date: Accenture, Ernst & Young LLP



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The Center for Talent Innovation is a nonprofit think tank based in New York City. CTI's flagship project is the Task Force for Talent Innovation—a private sector task force focused on helping organizations leverage their talent across the divides of gender, generation, geography and culture. The more than 90 global corporations and organizations that constitute the Task Force, representing nearly six million employees and operating in 192 countries around the world, are united by an understanding that the full realization of the talent pool is at the heart of competitive advantage and economic success.

Learn more about our research and how we can help you.
Please complete and return this form.

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Name

Job Title

Company

Email

Phone

I am interested in (please check all that apply):

- ☐ ***Wonder Women: Flourishing and Thriving on the Frontiers of STEM***
- ☐ ***In Transition: Securing the Safety of Trans* Employees***
- ☐ ***The Sponsor Dividend: An Investment Guide for Leaders***
- ☐ ***Off-Ramps, On-Ramps and Agile Careers***
- ☐ ***Faith at Work***

Other