

Fair Hiring, Diversity & Inclusion



Resource Groups Podcast featuring
Olivier Vidal
Hosted by Dr. Jonathan Ashong-Lamptey

Who is Olivier Vidal?

Olivier runs the Fair Hire Project

Olivier is a veteran of
the recruitment
industry

Olivier is an Entrepreneurial Socialist

Top 10 items covered

TOP TEN ITEMS COVERED

#1. The universal skills that transcend Diversity & Inclusion challenges

TOP TEN ITEMS COVERED

#2. How Empathy played
a role in changing
Olivier's career path

#3. The problem with
the common advice
recruiters give to job
candidates

#4. Why Blind CV's can work well to improve diversity in the workplace

TOP TEN ITEMS COVERED

#5. The “rotten cycle”
that exists in the job
market

TOP TEN ITEMS COVERED

#6. Olivier's Learning & Development approach to Recruitment

TOP TEN ITEMS COVERED

#7. The overlooked responsibility that employers have to the candidates they meet

TOP TEN ITEMS COVERED

#8. The assumptions made by hiring managers that place minority groups at a disadvantage

TOP TEN ITEMS COVERED

#9. The market failure that places “outsiders” at a disadvantage

TOP TEN ITEMS COVERED

#10. The challenges of
internal talent mobility
in a company

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. Name blind CV's can be effective in promoting Diversity & Inclusion

#2. Learning & Development strategies can influence the recruitment process

TOP TEN TAKEAWAYS

#3. Employers must play
a greater role in
preparing candidates

#4. Oversimplified
targets can lead
companies to compete
over a small number of
Non Executive
Directors

TOP TEN TAKEAWAYS

#5. The Rooney Rule can be effective in promoting diversity at a senior level

#6. There are universal skills that transcend Diversity & Inclusion challenges

#7. Employee Resource Groups can be used to identify high potential employees

TOP TEN TAKEAWAYS

#8. Organisations lack a road map of excellence

TOP TEN TAKEAWAYS

#9. Candidates must articulate strengths competencies and behaviours

TOP TEN TAKEAWAYS

#10. Soft skills are not the same as “commercial knowledge”

Top 3 Quotes

TOP THREE QUOTES

“If those resource groups focused on less networking, and more hard skills, I think it would be a good thing”

TOP THREE QUOTES

“You can teach people,
really really
complicated skills, if
you apply the right
methodology”

TOP THREE QUOTES

"It was the fact that the system suited the insider"

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. Your employee resource groups should be used to "upskill" members

TOP THREE ACTION ITEMS

#2. Develop the vocabulary to articulate strengths competencies and behaviours

TOP THREE ACTION ITEMS

#3. Enhance your skills
to ensure that you
participate effectively
promote internal talent
mobility

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