

Creating a Cultural MOSAIC



**Resource Groups Podcast featuring
Portia McCahill & Petra Tileschova
Hosted by Jonathan Ashong-Lamptey**

Who are
Portia McCahill &
Petra Tileschova?

Portia is a
Resourcing Manager at
Nielsen UK

Petra is a
Global Audit
Compliance Associate
at Nielsen UK

Both Portia & Petra
are prominent members
of Nielsen's MOSAIC
employee resource
group

Top 10 items covered

TOP TEN ITEMS COVERED

#1. The underlying
reason for creating
MOSAIC

TOP TEN ITEMS COVERED

#2. Their advantage
when it comes to
workplace inclusion

TOP TEN ITEMS COVERED

#3. The visual reminder that shows employees how inclusive the organisation is

TOP TEN ITEMS COVERED

#4. The success of the
MOSAIC UK launch
event

TOP TEN ITEMS COVERED

#5. The educational
potential of employee
resource groups

TOP TEN ITEMS COVERED

#6. Their plans to use
employee resource
groups to "embed" new
starters

TOP TEN ITEMS COVERED

#7. The social experiment Petra used to test the UK job market

TOP TEN ITEMS COVERED

#8. The global aspirations of MOSAIC

TOP TEN ITEMS COVERED

#9. The importance of
management support
for employee resource
groups

TOP TEN ITEMS COVERED

#10. The sense of
togetherness following
the launch of MOSAIC

Top 10 takeaways

TOP TEN TAKEAWAYS

#1. Employee resource groups can be used to promote collaboration at work

TOP TEN TAKEAWAYS

#2. The culture of an organisation is crucial for creating inclusive change

TOP TEN TAKEAWAYS

#3. Art can be used to
foster inclusivity

TOP TEN TAKEAWAYS

#4. Employee resource groups have the potential to educate employees

TOP TEN TAKEAWAYS

#5. Many employers still overtly discriminate against minorities

TOP TEN TAKEAWAYS

#6. Employee resource groups can be used as part of an on boarding process for new starters

TOP TEN TAKEAWAYS

#7. Diversity can be celebrated within the workplace

TOP TEN TAKEAWAYS

#8. A diverse mind set
around the table can
benefit organisations

TOP TEN TAKEAWAYS

#9. Authentic personal stories can be powerful for revealing different experiences in the workplace

TOP TEN TAKEAWAYS

#10. Performance Management is an important function of an employee resource group

Top 3 Quotes

TOP THREE QUOTES

“We’re so incredibly diverse.. so we’ve decided to do something with it, and actually shout about, make sure people know about us.”

TOP THREE QUOTES

“We’re hoping that we can also be useful as a group and help people embed in the UK ”

TOP THREE QUOTES

“We don’t have to start from scratch because it’s something we already have as a mentality, as a culture”

Top 3 Action Items

TOP THREE ACTION ITEMS

#1. Examine the culture of your organisation and how it embraces diversity

TOP THREE ACTION ITEMS

#2. Can employee
resource groups
support your
onboarding process?

TOP THREE ACTION ITEMS

#3. How can personal stories be used to highlight employee experiences within your company?

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