PerspECtive 2018 – Fully Leveraging a Diverse Workforce: Achieving step-out project outcomes while building a high performing team

Niall McCormack, Vice President, Exploration
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JW Marriot, San Antonio, Texas
Diversity among team members drives effectiveness

Diverse vs Homogenous

- 66% more innovation

Supportive leadership vs Unsupportive leadership

- 70% likelier to report new market capture
- 45% likelier to report market share growth

Diverse voices given equal airtime vs Diverse voices not given equal airtime

Employees are 3.5 times as likely to contribute to full innovative potential

Source: Hermann International, 2013
Source: "Tracking global trends: How six key developments are shaping the business world," Ernst & Young, 2011

Courtesy of Korn Ferry
Dimensions of Diversity

Adapted from Diverse Teams at Work, Loden, Gardenschwartz & Rowe, Irwin, 1994

Courtesy of Korn Ferry
Impact of team diversity on performance

Research shows that over time teams that are diverse, well-managed and able to cultivate and utilize their differences outperform and out-innovate others.

Sources: Based on Bruce Tuckman’s Team Development and Performance Model
Courtesy of Korn Ferry
From our CEO

“A diverse workforce is safer, more innovative and productive. Our most diverse sites outperform the company average on many measures, such as lower injury rates, and greater adherence to work plans and production targets”

Andrew Mackenzie,
CEO
Our progress on achieving gender balance

• In 2016, we announced a goal to achieve gender balance globally by 2025
• Since then, there has been 2.9% increase in female representation across BHP
• Women now comprise more than 20% of our workforce
• We have 100 more female leaders today than we did a year ago
Inclusion is the key; diversity is the prize

Four priorities of the BHP’s Global Inclusion and Council

• Embed flexible working
• Enabling our supply chain partners to better support our commitment to inclusion and diversity
• Uncovering and taking steps to mitigate potential bias in our systems, behaviours, policies and processes
• Ensuring our brand and industry are attractive to a diverse range of people