

RightWay Recovery Diversity Plan

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RightWay Recovery will utilize different strategies to address diversity in the organization. There are many ways to address diversity including promoting diversity, diversity climate, and diversity management. RightWay Recovery will focus on promoting diversity by building a diverse team. Overwhelming evidence suggests that teams that include different kinds of thinkers outperform homogenous groups on complex tasks, including improved problem solving, increased innovation, and more-accurate predictions all of which lead to a better performance and results when a diverse team is tasked to approach a given problem (Swartz, Palermo, Masur, & Aberg, 2019). RightWay Recovery will hire individuals from different backgrounds, social orientation, socioeconomic status, thinking style, and level of experience. RightWay Recovery will encourage the celebration of holidays celebrated by others to give them the opportunity to learn about others' cultures.

Diversity climate, defined as an organizational climate characterized by openness towards and appreciation of individual differences has been shown to enhance outcomes in culturally diverse teams (Hofhuis, van der Rijt, & Vlug, 2016). RightWay Recovery will focus on different characteristics that will help the organization promote the diversity climate. First, the organization will give the employees the opportunity to discuss their cultural beliefs in the workplace. Secondly, the organization will add value to other cultures and promote diversity. The organization will do this by acknowledging holidays of all cultures. Third, the organization will encourage everyone to communicate openly in the workplace. Both trust and openness in communication have been related to positive workgroup outcomes in terms of job satisfaction, inclusion and innovations. The results confirm that diversity climate plays a key role in the success of diversity management in organizations. By increasing the ability of employees to display their cultural heritage in the workplace, and by promoting the 'value-in-diversity'

perspective, organizations are likely to be more successful in dealing with cultural differences (Hofhuis, et al., 2001).

Diversity management is the systematic and designed obligation on the part of an organization, to recruit, select, reward, promote and retain a diverse mix of employees at any particular point in time, with the aim of combining and utilizing the blend of the uniqueness of each culture (Ajiri & Hillary, 2018). RightWay Recovery will adopt and promote different diversity management strategies to help employer-employee relationships. One culture might be very good in technology and another culture might not be good in social skills. The organization will focus on everyone's strengths and share those strengths with the team to help the organization grow together. The difference in age, gender, and race are not the only factors that account for cultural diversity at work. Therefore, the ability of an organization to effectively manage its diversified workforce directly influences the quality of its creativity and innovation in terms of new product planning and development (Ajiri & Hillary, 2018).

## References

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