

## Komatsu Mining Corp. overview

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# Attracting and Retaining Diverse Talent

## Changing workforce demographics require a new approach to workforce inclusion:

- Growing body of research indicates that inclusion and diversity are important to millennials (and Generation Z)
- Focus on diversity of thought and perspective (cognitive diversity)
- Acknowledgement that people from different backgrounds may have very different perspectives, and that those perspectives might provide a competitive advantage to our business
- Review of talent acquisition strategies, including University Relations strategy and talent sourcing practices

## Benefits of action:

- Komatsu seen by job candidates as an organization that values different perspectives, empowers employees, and drives innovation
- Komatsu has the opportunity to woo talent by engaging with, investing in, and communicating inclusion and diversity actions
- By broadening sources of talent, we gain valuable viewpoints and approaches that could add to our competitive advantage



"The Radical Transformation of Diversity and Inclusion: The Millennial Influence", Research sponsored by Deloitte University Leadership Center for Inclusion, 2015

## Why Inclusive Leadership?

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### **Organizations that focus on engaging and leveraging diverse perspectives see:**

- Increased willingness to challenge the status quo (50% vs. 29%)
- Decreased fear of failure (43% vs. 22%)
- Increased willingness to take reasonable risks (40% vs. 21%)
- Increased empowerment to make decisions (82% vs. 40%)
- Increased psychological safety within teams, which has been shown in a Harvard Business School study to be the most significant leading indicator of team success (A. Edmondson, 2002) – (74% vs. 34%)

**These factors, along with development of inclusive leadership skills, are essential to fostering an environment that nurtures innovation, and support talent from diverse backgrounds.**

"Innovation, Diversity and Market Growth", Research sponsored by Center for Talent Innovation, 2013

# Workforce Development

Local engagement with education partners to introduce, encourage, and train the workforce of tomorrow.

## STEM Focused

Supporting students in the design, build, programming and deployment of technology-based projects by enhancing their STEM skills.



## University Support

Engaging with local universities to support student led projects and programs.



## Training Programs

Partnering with local technical colleges to train our skilled workforce



## Education Partners

Accelerating student preparation in technical careers and developing our future workforce.



## Workforce Development Initiatives

Partnering with key organizations in their focus on developing the Greater Milwaukee Regional workforce.



Local 1114



# Komatsu – Opportunities for the Millennial Workforce

Be part of essential,  
dynamic industries

Join a global family

Innovate together

Make an impact

Realize your  
potential

