

# Finding Hidden Talent



*Where tech gets it wrong*

21 July 2022, 11am AEST  
Presenter, Junita Mushenko



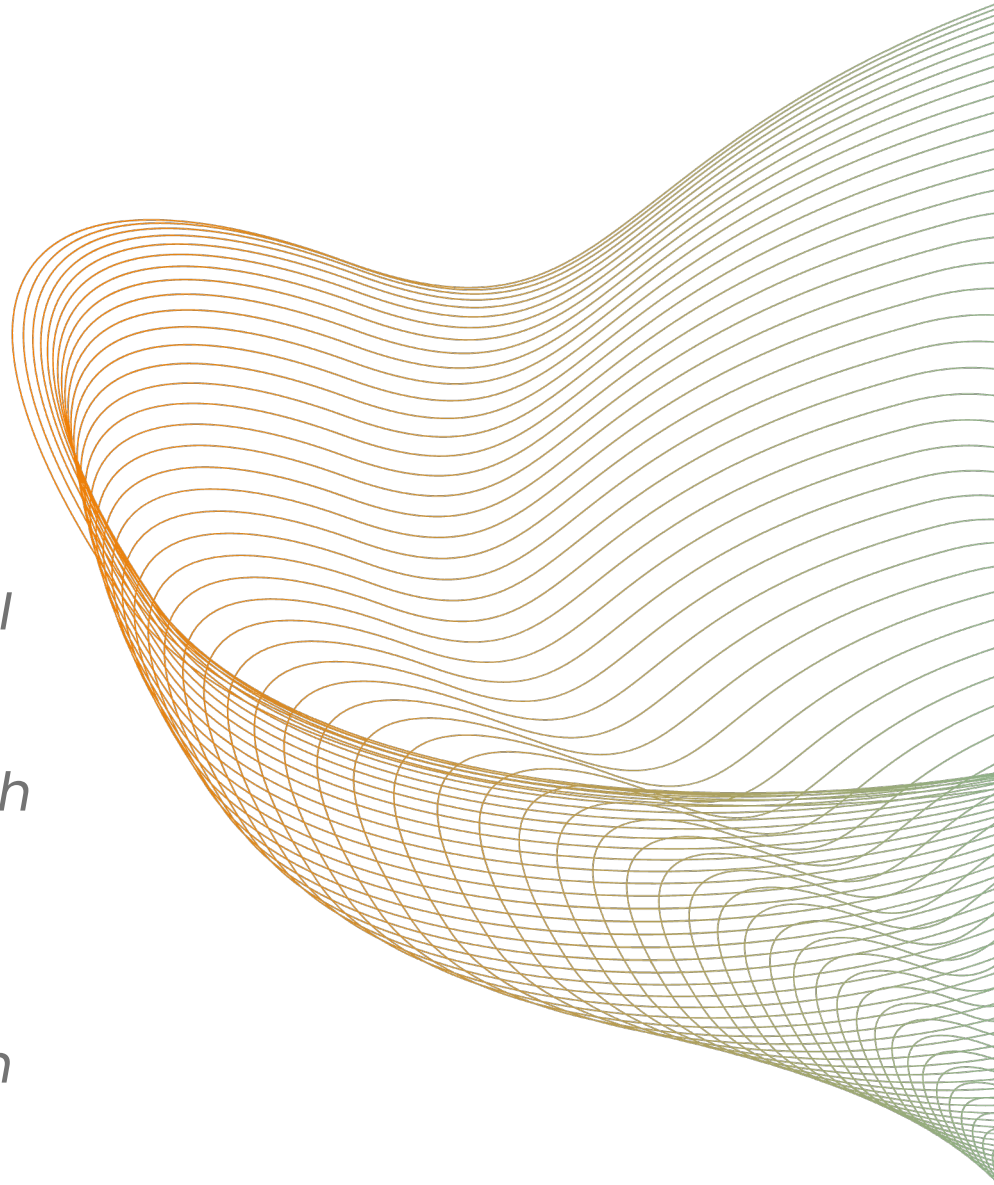
# Acknowledgement of country



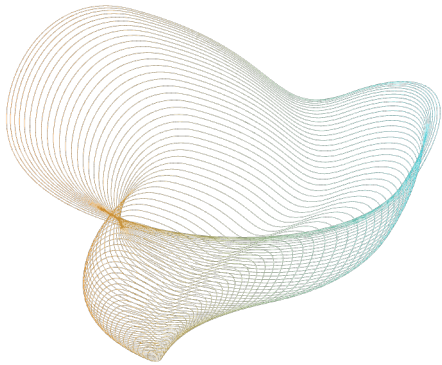
*I would like to acknowledge the traditional custodians of the Darug and Wangal people of the lands that I am speaking to you from today.*

*I also acknowledge the traditional custodians of the lands on which each of you is living, learning and working from today.*

*As we share our knowledge, may we also pay respects to our elders, both past and present, as it is their wisdom and experience which our future generations can prosper from*

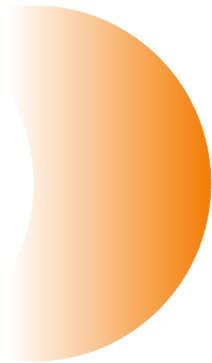


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Why are  
we  
here?

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# A bit of forgiveness 🙏

Me 2 days ago



# The Good news!!!



What constitutes  
hidden talent



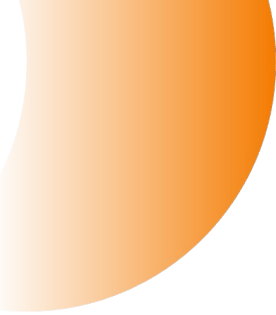
Diversity & Inclusion  
will be our magnets



New emerging tech  
markets



The Great  
Resignation

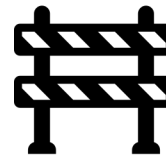
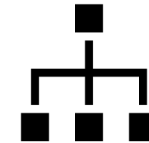
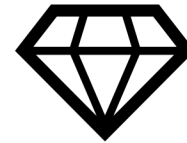
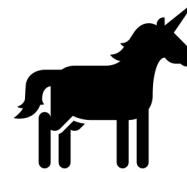


# Where are we getting it wrong?

1. Fixed mindset
2. Unconscious bias
3. Unuseful job descriptions
4. Job adverts focus on the company NOT the candidate
5. We overpay in candidate markets
6. All the DEIB focus is on resourcing

A Fixed mindset looks like...

Instead we should focus  
on...



## A Fixed mindset looks like...

Everyone wants the brightest, the best and the most talented

Geo-specific or regional

The purple squirrel

The candidate from a prestige university/company/race

Wanting off-the-rack hit the ground running

Over-reliance on resumes

## Instead we should focus on...

The unique perspective that can be a value add

Strengthening our remote work policies with inclusive communication technology

The values fit and skills competent

The candidate who has barriers to privilege but proven hutzpah

Supporting systems so help candidates grow into the role

Having a multi modality interview process

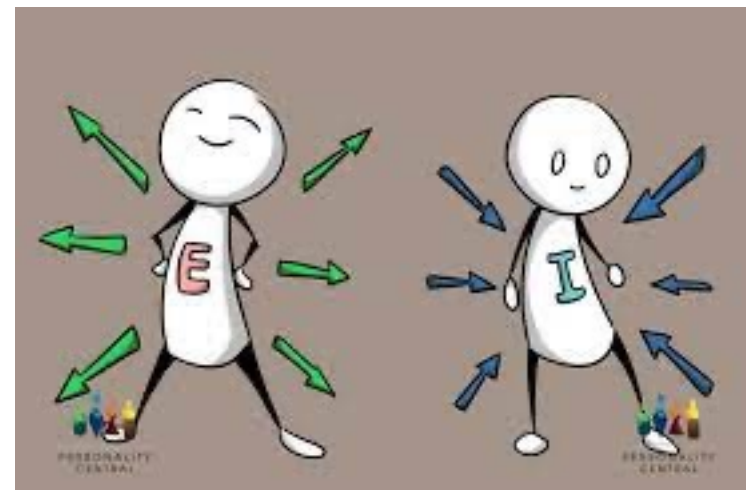
# In summary think less about 'Diversity' and lean into uniqueness



# Unconscious Bias Looks like...



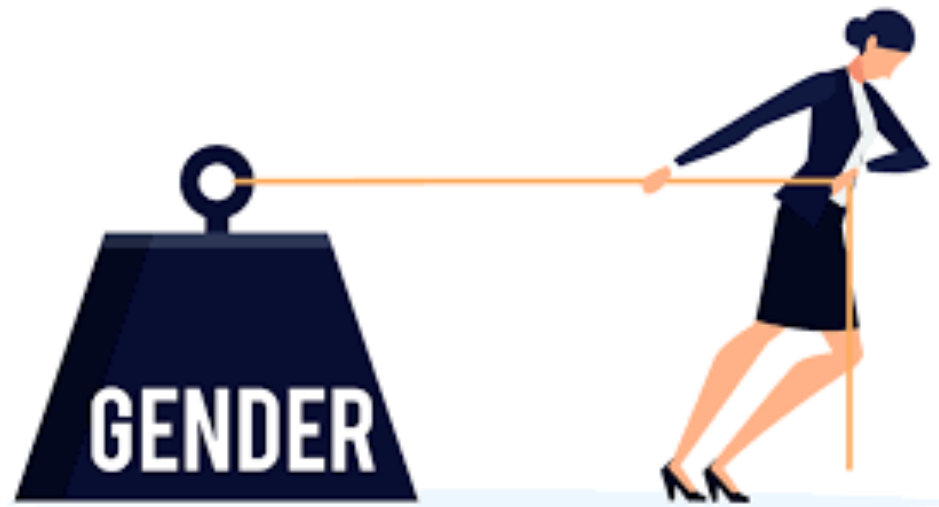
# Internal cultural artifacts rewarding a particular diversity characteristic



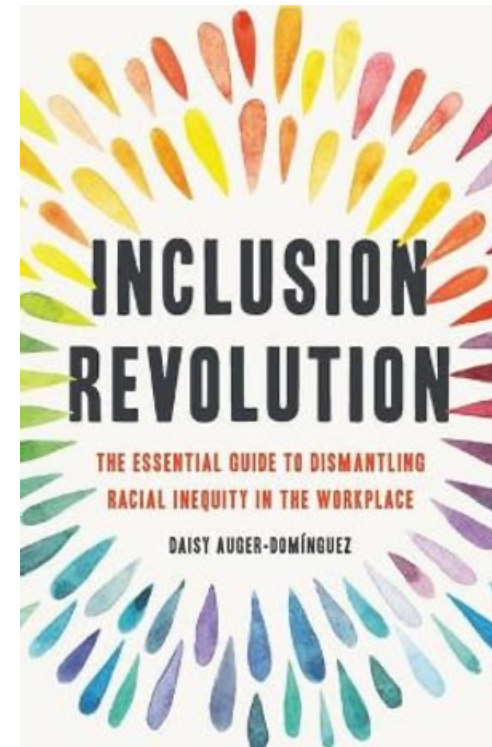
# Hiring for 'culture fit' versus 'culture add'



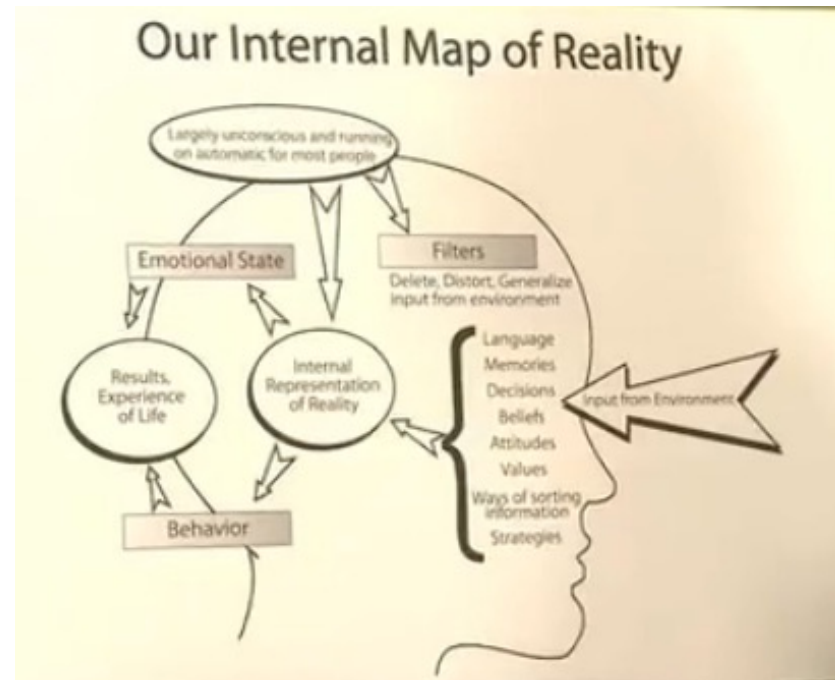
# Gender specific stereotypes



# Investing in tick & flick DEI programs versus making everyone responsible for inclusion and belonging



# Letting past experiences determine future outcomes



# Teams where psychological safety is compromised



## Un-useful Job Descriptions look like...

Word verbiage

A recruitment only tool

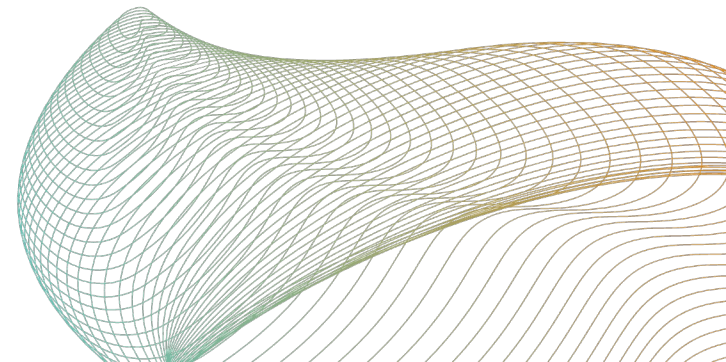
Built based on a person vs persona

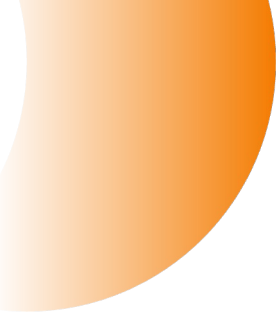
## A better way...

A job profiling & sourcing strategy

30:60:90:365 development journey

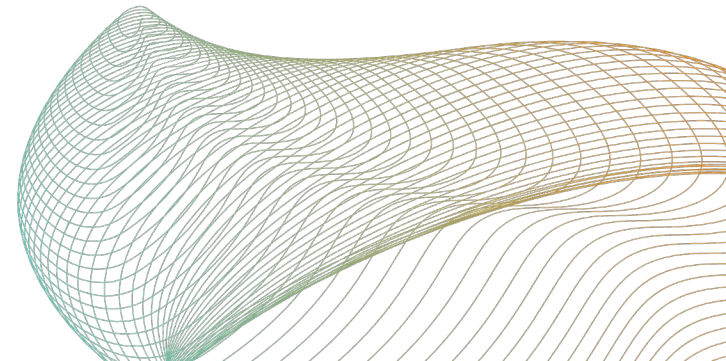
Balance the scale of the current team gaps

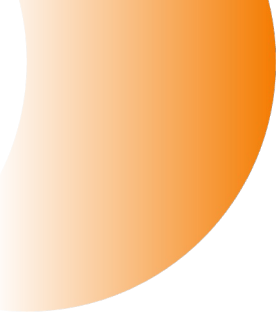




# Job adverts focusing on the company, NOT the candidate means..

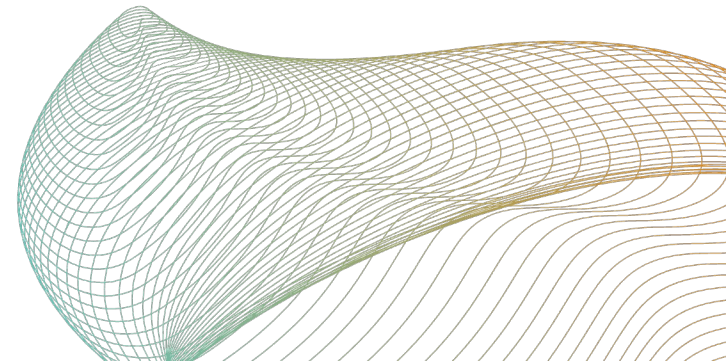
- We are wasting media real estate
- We are not selling our diversity position or story

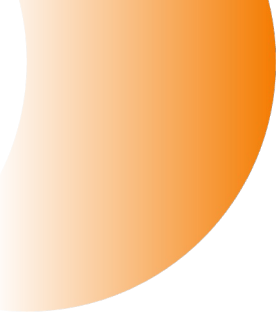




# What market reactiveness looks like...

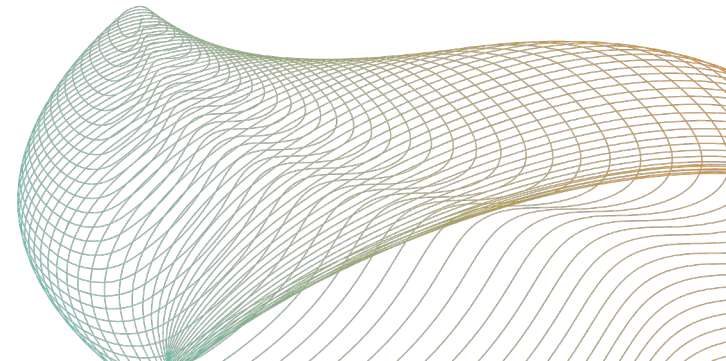
- Advancing mediocrity
- Causing internal relativity mayhem
- Using up your salary increase budget

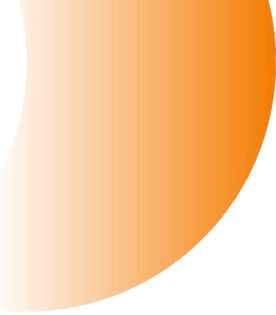




# Instead focus on...

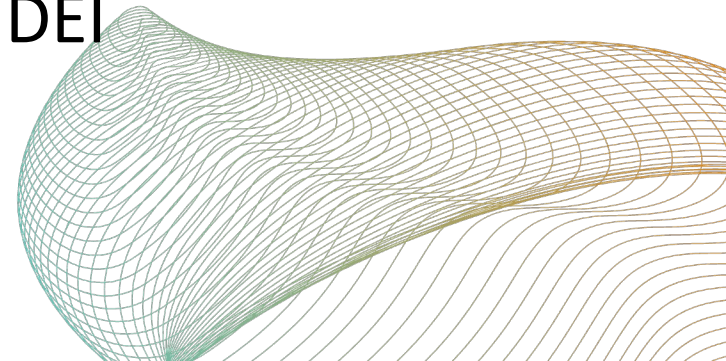
- Internal mobility
- The not quite competent but promising candidates
- Programs to reduce the barriers to entry gaps
- Proactive branding activities (host a meet up),  
Encourage current staff to leave glassdoor reviews
- Paying at at least the 60<sup>th</sup> %ile
- Non salary benefits which are valued

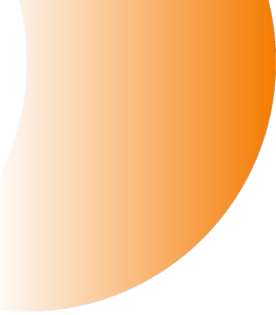




# Over-reliance on DEI at looks like...

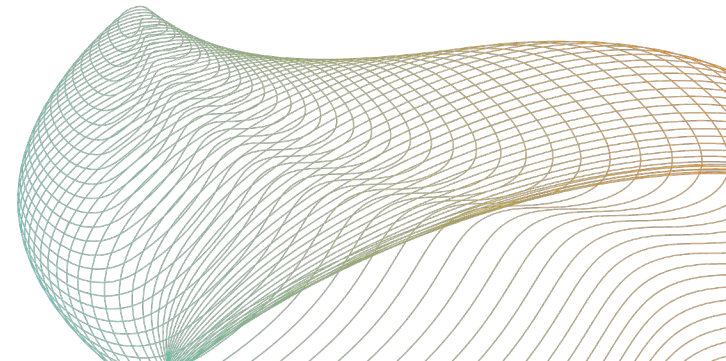
- Companies who don't invest in DEI during the whole employee lifecycle
- Using representation in recruitment stats the only target
- Rewarding intake but not retention
- Making the HR team responsible for DEI



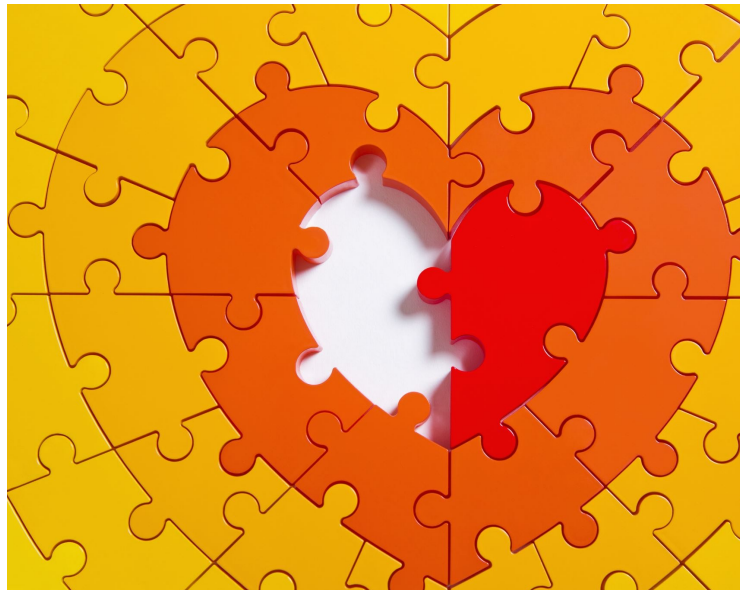


# Instead focus on...

- Internal mobility
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# Putting DEIB at the heart of your strategy



—  
*Q and A*

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Companies  
doing great  
innovations  
with inclusion  
tech

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Want to explore how you can put  
Diversity, Equity, Inclusion and  
belonging at the ❤️ of your team  
strategy?

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