



The following slides were created “real-time” during the event. Our dialogue team captured key themes from the conversation. These are to support the visual recording.

Ron's influences...

have first child

Worked for a couple of IBM competitors

taking time to arrange for another human being

Connect values and passion

focuses on individual career, etc.

All were look to knock IBM out of competition.

daughter as our principle objective

have integrity, be courageous

stand up for what you believe

Integrate your values with how you manage an organization

Recognize the people you need are just like your children

TWO INFLUENCING PEOPLE...

Everyone should mentor others. People's willingness to help me at IBM. My grandmother was my first mentor.

Seeing the TRUE organization

In crisis – willing to make the change

Ken Olsen, Pres. of Digital. Privilege of leading

Role models:

People from many backgrounds who invested in me.

Human being of the planet

People I lead are like my children

Turned on my network – get interested in the country

Second event

At first didn't realize importance of HR

18 month assignment became a passion

Be open to things you think may NOT be of interest. Think about adding value.

IBM always responded to change and lead.

Networked my way into IBM.

IBM has great people.

Bright, smart, dedicated.

Ron Glover's



Journey

Diversity is no longer just a "nice have."

We continue to be in a leadership position in this work.

Leaders are struggling to understand the global need for this work.

We are all across the world having to get the message and the value doing the work.



New realities - who our customers are, who we are.

Impact of internet, global economy

Importance of understanding different cultures.

This work matters to everyone.

People volunteering was far beyond our expectations.

Passionate and commitment makes IBM great.

Shows IBM's values.

Build communities

IBM helping to solve some of the world's toughest problems.

Talking diversity with customers

Communities are an opportunity to people

GreaterIBMers: pool of knowledge and insight
Let's start the conversation!

When we talk about IBM we talk about who are our people, who are our customers

Networking groups are so important to building relationships.

Trust is key

Build connections – try to resolve business issues but also learning to build personal relationship – trust, rely ...

success is a function of talent in the organization.

used to be more material assets, then finance and capital. The 21st century economy is a talent economy.

an IBMer differentiator is the capability of its people.

Being a Leader



in a diverse workforce

Now it's about bringing people together with their different perspectives that matters.

Differences are now welcomed as a force for innovation.

Notions of inclusion and meritocracy

We face hard choices. But our true character will come through.

we need to master the art of putting difference to work to lead the way.

We can leverage what we've build and extend

Pre-war: material assets; post-war: function of finance; now ... global!



we need to continue to learn and grow through dialogue.

Strengthen our commitment to each other.

90 minutes



Look what we've done together !

- CONNECTED with one another across the world
- LEARNED about each other and from each other
- SHARED in a personal conversation with IBM VP, Ron Glover
- ANSWERED some of questions on our minds
- PARTICIPATED in a global conversation
- LISTENED and HEARD each other as Greater IBMers
- TAKING HOME handouts and a shared community experience
- OFFERED some of our reflections and comments

Tell us about your experience...
<http://tinyurl.com/GIBM618Reflections>

We sometimes get strangled by our own fears...

<http://andypiper.wordpress.com/2009/05/15/openness-and-innovation-in-a-web-2-0-world/>

mutual mentoring



go ahead... write something!



Greater IBM Virtual Cafe

ANDY Piper
IBM UK

Promoting GEN-Y's !!!

We need to "mutually mentor" one another across generations.

Greater IBM and IBM inside offers these kinds of opportunities.

<http://www.globaldialoguecenter.com/women>
<http://www.globaldialoguecenter.com/newday>

