



## EFFECTIVENESS IS THE SUSTAINABLE PATH FORWARD

The right combination, or balance, between focus on effectiveness and striving for efficiency will help you and your employees to achieve the desired business outcome. This series of case studies aim to share the way we approach your challenge and work towards a sustainable result.

## ARYA DIVERSE AND INCLUSIVE

Not for the sake of meeting staff metrics or solving for HR quotas. Every aspect of every culture, race, gender, age is meaningful and offers a differentiated lens into creating results. What needs to be just as diverse, however, is the ways in which we turn each individual into their most successful professional-self. By understanding a team member's cultural and personal construct, it will be easier to include them within an effective workspace.

### CASE STUDY DIVERSITY AND INCLUSION



**The issue:** The Client was seeking to increase the percentage of specific nationalities within its workforce within a very short time frame, so as to hit year-end diversity targets.



**The strategy:** We supported human resources in advertising relevant positions and assemble relevant panels and processes for recruitment.



**The result:** We exceeded the requested number of recruits given the strong skills of talent we acquired within just a few weeks.



**The outcome:** We developed a talent pool of multi-nationalities for similar future needs to make sure they wouldn't have to hire again under unnecessary time pressure.

Case studies for ARYA services taken primarily for work conducted for World Bank Group (I.F.C.) and other endeavors. Application of practices reflect future ARYA direction.