

Joerres, Manpower honored for diversity efforts

By Katelyn Ferral of the Journal Sentinel

March 26, 2010



Joerres

Manpower Chief Executive Officer and Chairman Jeff Joerres has been recognized in a national report as a "guy who gets it" when it comes to the importance of diversity in the workplace.

Joerres was singled out by the InterOrganization Network, a national nonprofit that promotes increasing the number of women in executive officer positions and for-profit boards. In its report, ION used census data to measure corporate diversity practices at public companies over 14 geographic regions.

"We have a really unique culture," said Mara Swan, executive vice president of global strategy and talent at Manpower. "A lot of organizations are very internally focused. We're very focused on serving clients."

Swan has been with Manpower since 2005 and was promoted to her current position because of her human resources background. As vice president of global strategy and talent, Swan's responsibilities have expanded to include global, innovation and

corporate strategy, talent marketing and leadership.

Swan said Joerres' leadership is the reason for the company's extensive diversity and inclusive corporate culture.

"We need more leaders like Jeff who will take risks on people," Swan said. "Sometimes you need to be encouraged to take on more and your leader has to . That's what I feel Jeff did with me." . believe in you. .

Bringing more women into the board room and executive suites is more about an approach than diversity programming, Swan said. Manpower has five women in executive management positions and two women on its board of directors. The report says 70% of Manpower's total revenue is generated by business units led by women.

"It's not politics. It's about results and that's where diversity thrives," Swan said.

According to the report, 12.1% of all board seats in Wisconsin's publicly traded companies are held by women. Women make up 12.8% of executive officers in Wisconsin public companies, and women of color comprise of 2% of directors in the state.

"Year over year, we haven't see much meaningful progress on the percentage of women we see in executive positions," said Jilaine Hummel Bauer, a board member of Milwaukee Women inc, a membership organization of ION. Despite stagnant numbers, Bauer said, there are emerging trends that she hopes will bring the numbers up.

"We're seeing altogether more attention given to this topic and research becoming mainstream about diversity on boards and are optimistic and looking forward that it can and will change," she said.