



We **change** the way people work.

Leveraging **DE&I** and Custom Learning Paths to Combat the Great Resignation

Presented by:

Sara Abdulwahab



**Qualifications:**

- Bachelors in Accounting and Finance
- MBA in International HRM
- CIPD Level 7

Experience:

- Talent Management and Performance

Industry:

- F&B, Transportation, Maintenance, Educational Technology

Contents

- About Lumofy
- Overview of the causes of the “Big Quit”
- Overview of DEI
- Leveraging DEI Strategies and investments for “**Attraction**”
- Leveraging DEI strategies and investments for “**Development**”
- Leveraging DEI strategies and investments for “**Performance**”
- Leveraging DEI strategies and investments for “**Retention**”

Lumofy Milestones of Achievements

In 20 months only:

Best international and scaleup
startup



2020

2021

Holon IQ

\$500,000



2022

Top 50 Mena EdTech startup

What We Stand For

We
Believe in

Passion

Nurture a vibrant learning culture by enthusiasm toward sustainable growth where we drive innovation and shape the future of learning.

Purpose

Aim to lead transformative change across diverse learning environments to unleash, excel and maintain human potentials.

Empowerment

Empower the creation of a revolutionary lifelong learning journey to inspire people with dynamic future capabilities.

Clarity

Embrace transparency and integrity in every action because we care about keeping meaningful relationships alive while building new ones.

We
Act by

We
Thrive on

Grit

Endeavor new heights with ambition, determination and commitment turning possibilities into exceptional experiences.

Curiosity

Eager to discover what's beneath the surface by recognizing new opportunities and seeking new challenges.

Our Approach

Empower organizational learning culture to drive the change.



Help organizations diagnose and measure human capital competencies.

Enable automated and personalized learning paths.



Learn through variety of relevant learning items.

About Lumofy

Enable Capabilities



Develop Skills

Expand Knowledge



Lumofy Aims To

Lumofy Numbers

60%

60% of Lumofy team are women

40%

40% of them are in a leadership position



The team we have are from 4 nationalities with different ethnicities and cultural background



Multigeneration workforce of Millennials, Gen Z and board and advisory board that are of the majority of baby boomers.



We are building our culture to emphasize being healthy, enduring, and productive.

The company we are building reflects our ethos and values, which clearly mirrors what our platform is leveraging to the world.

slido



Have you been impacted by the pandemic at your organization?

ⓘ Start presenting to display the poll results on this slide.

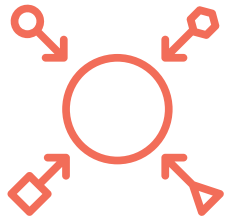
slido



Did your organization undergo many changes after the pandemic (HR policies, operational model, etc)

ⓘ Start presenting to display the poll results on this slide.

Overview of the “Great Resignation” and reduce risk through DEI investment



Diversity



Inclusion



Equity

slido



Have your organization started considering any DEI initiatives?

ⓘ Start presenting to display the poll results on this slide.

Why organizations fail to get the results

3 Common Derailers Of DE&I Efforts

01

Depending on Assumptions

If you deploy your DE&I initiatives based purely on assumptions or dominated opinions, the resulting efforts are likely to miss the mark.

02

Standalone Programs

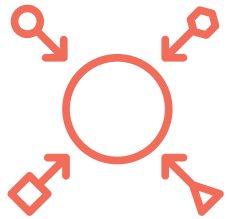
Will not have a clear impact on the objectives you want to reach and will undermine the long-term success of your DE&I efforts.

03

Focusing on Behaviors

Many organizations have been focusing on behavioral inclusion mostly.

Leveraging DEI Strategies and investments for “**Attraction**”



Diversity



Inclusion

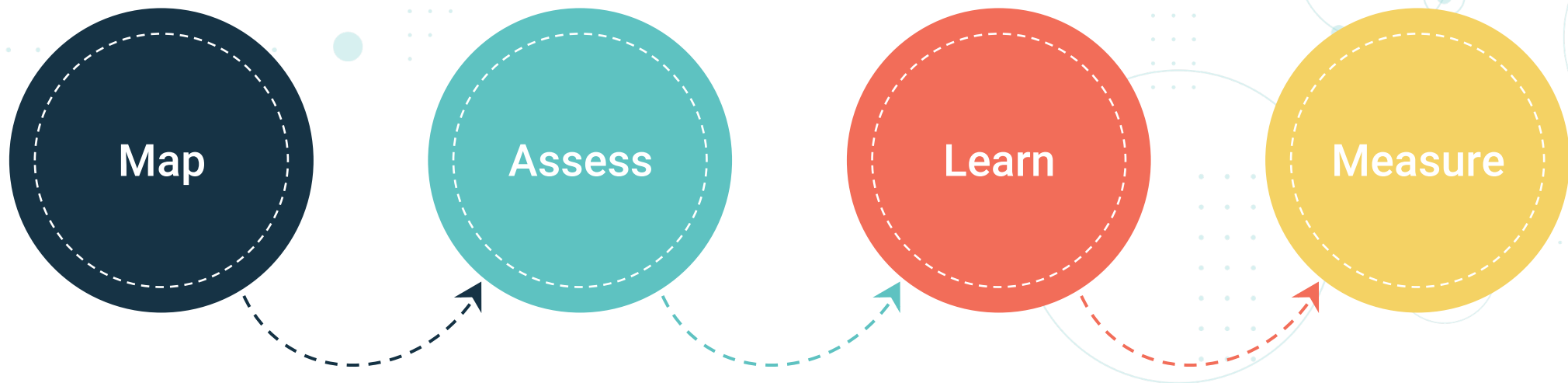


Equity

Leveraging DEI Strategies and investments for “**Development**”

Learning opportunities should become part of the organization’s core DNA and culture by being **essential, meaningful, and accessible**.

These learning initiatives should be tailored through our methodology to personalize the journey and align to **professional** and **personal** development.





Interesting Numbers of Learning Cultures

92%

More likely to
innovate.

94%

Retention

52%

More productive.

92%

Believe that learning
helps create a sense of
belonging

DE&I Impact - Leveraging DEI Strategies and investments for “Performance”



DE & I Initiatives that are well devised maximizes performance of individuals, teams and organizations in the workplace.

70%

70% More likely to capture new markets.

76% more likely to see ideas become productized.

76%

36%

36% more likely to outperform on profitability.

19% higher innovation revenue.

19%

87%

Diverse and inclusive teams make better decisions 87% of the time.

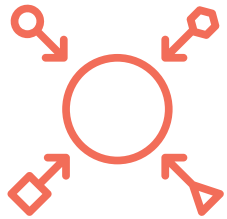
87% of the most admired companies see a positive impact of diversity and inclusion on their business performance.

87%

Source:

<https://www.kornferry.com/content/dam/kornferry-v2/featured-topics/pdf/four-step-guide-to-dei-in-the-workplace.pdf>

Leveraging DEI Strategies and investments for “**Retention**”



Diversity



Inclusion



Equity



Thank You!

