



Diversity Simulator

WHAT IS IT

The Diversity Simulator (DS) is an Excel-based tool designed to provide insights into the different factors driving the demographic composition of a workforce population, to simulate the impact of variations in those factors over time, and to help users understand what actions might be required to achieve specific demographic goals.

Key features include:

- Fully customisable - the user can define the demographic groups and organisational levels to be analysed, the duration of the simulation (1-5 years), as well as the hiring, promotion and turnover rates to be applied.
- Possibility to simulate the impact of up to two Special Hiring programs (e.g., a graduate program) and up to two Advancement Accelerator programs (e.g., mentoring or leadership development programs).
- Two modes - Target mode, where the user defines the target demographic breakdown to be achieved by the end of the simulation period; and Comparison mode, which allows the user to run two simulations side-by-side and compare the impact of varying any of

WHAT IT IS NOT

The DS is not a piece of software. We have deliberately chosen to develop it in Excel in order to keep it light and flexible - tailoring it to meet the specific needs of your organisation should be relatively straightforward (as long as those needs fall within the limitations of Excel).

Because the DS is an Excel workbook, versioning is not managed - if as a user you wish to save multiple simulations, multiple copies should be created.

The DS is not a planning or reporting tool - it is a simulator designed to support strategic decision-making - the projections it generates are indicative.

WHO IS IT FOR

The tool is for HR Managers, HR Data Analysts, Business Managers, DEI Leaders and anyone involved in designing strategies to achieve demographic diversity targets. While a basic familiarity with Excel is helpful, deeper expertise is not required to use the tool as delivered.

On purchase of the DS, you are free to adapt it as you wish - we recommend this only be done by someone with advanced Excel skills.

HOW YOU CAN USE IT

- To better inform your inclusive recruitment strategy
- To help you set and reach your DEI goals
- To help measure your progress against your HR objectives
- To inform strategic discussions around your DEI policies
- To demonstrate and compare performance between Divisions, Regions and Business Units



Investment

CHF 3,000

Standard version of the tool including 1 hour introductory video call to present the tool in detail, review your objectives and data mapping, plus 1 hour to help clients interpret results

On-Demand Consulting

- Customisation and additional support are charged at the standard consulting rate of CHF 2'900 per day
- The amount of time required will be based on implementation scope, size of company etc

The standard version of the tool is designed based on the following structure:

- a population based on a binary categorisation of demographic groups (e.g., men and women)
- 5 organisational levels
- maximum duration of 5 years
- maximum 2 Special Hiring programs and 2 Advancement Accelerator programs All packages include consulting for customisation.



ENGINEERING SECTOR

Company A had set a target to increase the proportion of women in management roles from 12% to 30% by 2028. As part of this strategy, they planned to create a graduate programme specifically targeting female students completing STEM degrees.

Based on scenarios modelled using the tool, we proposed to extend this strategy to include a leadership development programme to be launched two years after the graduate programme to accelerate the progress of high potential women across the organisation.



MINING & ENERGY SECTOR

Company B planned to introduce a policy to ensure that 50% of future hires at every level were women and wanted to simulate the impact this policy would have over the next five years.

Using the DES we were able to show that while this policy would improve gender balance at lower levels of the organisation, it would not create the anticipated pipeline of female managers unless issues relating to turnover amongst women in middle management and promotion rates of women were addressed.

We were able to advise them on the development of initiatives aimed at improving retention and increasing representation of women in leadership training and mentoring programmes.

Request a demo

One of our DEI consultants will be able to demonstrate the tool to you on Zoom (or Teams) in around 30 minutes. This short, interactive session encourages questions as we talk you through the basic functionality of the DS to help you to understand how it can help you and your organisation.

[You can request your demo here.](#)