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Make a case in favour of flexible working concerning diversity and inclusion at work and analyse the role of Human Resources in promoting diversity and inclusion through flexible working.

Lidl GB



Introduction

The presentation purpose is to:

- ✧ Analyzed the chosen retail organization-Lidl GB.
- ✧ Discuss Lidl GB's flexible working role in diversity
- ✧ Observe the role of HR to promote diversity by flexible working



About Lidl GB

- ❧ Lidl GB was created in 1994.
- ❧ Lidl GB has 28,000 staffs.
- ❧ The mission of the organization is to achieve success in long-term manner by investing in training, development and recruitment of the people.
- ❧ Currently, Lidl GB is capturing a 7.2% market share and also has 13 regional distribution centers. (Lidl, 2022)



Flexibility working in terms of diversity and inclusion in Lidl

- ✧ Flexibility at work allow firms to have a grater perspective scope of talent
- ✧ The flexible working helps companies to improve their work experience for existing staff of color, increase leadership pipelines and to enhance retention. (Subramanian and Washington, 2022)



Lidl GB uses hybrid working model

Lidl GB offers freedom to staffs

The company can hire physically disabled person

**Flexibility
in
working..**



HRM's role to promote inclusion and diversity by flexible working Lidl

- ✧ HR can use inventive process to address the workplace bias
- ✧ HRs follow flexible work models
- ✧ It helps firms to recruit massive talent



HRM role in diversity..

- ❧ Lidl GB is partnering with Gympass to create opportunities for staff to get unlimited access to the UK's top studios and gyms.
- ❧ This partnership helps staffs to get fitness training digitally to stay fit.
- ❧ Lidl GB focuses on 1-on-1 online session
- ❧ HRs focused on online job portals



Conclusion

The presentation summaries:

- ❧ Lidl GB offers staff hybrid work model.
- ❧ Lidl GB partners with Gympass to increase inclusion.
- ❧ HRs of Lidl GB to hire online uses online job portals.



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THANK
You! 😊