



Diversity & Inclusion – a Comparison with Sports for a layman understanding

- 1. If you are an ARTISAN / SCULPTOR – I can relate you to a Chess Player. You don't need a 'team' to complete your job and on your own you can easily deliver (the item) /win (the game).**
- 2. Where you are Working as a Team to Produce or Deliver a Service – I can relate your team as, a Cricket Team.**
 - 1. You need a Wicket Keeper**
 - 2. You need as many Batsmen as possible**
 - 3. You need few best Fielders**
 - 4. You need as many Bowlers as possible (Fast, Medium, Spin etc.)**
- 3. This is called Diversity – you need mixed talents/characters – with this Differences and Similarities, you can achieve the Organizational Goal / Win the Match**
- 4. Besides, after having mixed talents, will you manage only with Batsman? (who scored big runs)**
- 5. You can't say that you don't need to involve Fielder/Bowler as you have scored big runs.**
- 6. You may have to - have Competent Bowler, Wicket Keeper and Fielders to restrict the opposite side and win the match.**
- 7. This otherwise means Inclusion.**
- 8. A Project or Task completion is like this. One needs to have mixed Talents/Characters (Diversity) and you must Involve all /Include all (Inclusion) – to achieve the Objective.**