

## MTU STUDENTS CONTINUE COLLABORATION WITH DELL TECHNOLOGIES ON DIVERSITY & INCLUSION INITIATIVES



### BACKGROUND

2022 saw Munster Technological University continue its collaboration with Dell Technologies for the third year in a live showcase with the Workforce Diversity class on the Honours Bachelor of Business full-time and part-time programmes. Lecturers, Antoinette Hogan and Dr Sheila Butler, have worked with Dell Technologies Diversity and Inclusion team annually to present MTU students with real-world challenges in this area.

### THE NEED

As an industry leader in Diversity and Inclusion, Dell Technologies continually strive to foster an inclusive culture. This commitment to employing diverse and underrepresented talent makes Dell an employer of choice worldwide.

Recognising the value of diversity for success and the importance of strong and inclusive leadership for all employees, Dell invited MTU Business students to develop a blueprint for an Inclusive Leadership Development Programme for the organisation.



Dr Breda Kenny, Head School of Business and lecturers Dr Sheila Butler and Antoinette Hogan pictured with MTU Bachelor of Business students.

### THE SOLUTION

Students worked in groups researching the qualities and traits required for inclusive leadership to develop the content and structure of an Inclusive Leadership Development Programme. The proposals detailed how inclusive leadership skills and competencies can be cultivated and systematically measured within the organisation. Proposals also demonstrated the advantages the programme would bring in attracting, retaining and engaging a diverse workforce while advancing Dell Technologies' reputation as a leader in Diversity and Inclusion.

### BENEFITS OF THE ENGAGEMENT

This ongoing collaboration with Dell enables students to apply the theoretical concepts discussed in class to a live company setting. The opportunity to present their proposals to Dell Technologies senior management requires students to hone analytical and communication skills and builds confidence for their future careers. Students also acquire a practical understanding of the importance of Diversity and Inclusion within organisations while providing Dell Technologies with novel and fresh perspectives to incorporate into future Diversity and Inclusion initiatives.

**“When we engage with students here at DELLTechnologies, I always hear a lot about how valuable it is for the students to work with us. But I think it is we who are privileged to be given the chance to hear what the next generation of great talent looks for when they begin to build their careers. For Dell Technologies, as we keep building a more inclusive workplace, the more unique perspectives, the better.”**

**- Colman O'Flynn, VP of Business Transformation.**

Contact us to connect your Enterprise with MTU. Email us at [extended.campusCork@mtu.ie](mailto:extended.campusCork@mtu.ie) to discuss a collaboration to suit your needs!