



Boyden at a Glance

FOUNDED 1946

Privately held company

AESC FOUNDING MEMBER

The AESC seal represents quality and integrity

GLOBAL REACH

More than 70 offices in over 45 countries

THREE LINES OF BUSINESS

Executive Search | Interim Mgmt | Leadership Consulting

TOP EXECUTIVE SEARCH FIRM

Consistently ranked as a Top ES Firm by Forbes

PRACTICE GROUP CENTRIC

6 Industry practices | 4 cross-sector practices

PARTNER LED A TO Z

Entrepreneurial spirit is in our DNA

ESG & DEI FOCUSED

Active with multiple programs, including the United Nations Global Compact





Kent Yar

Partner, Boyden Singapore

- Kent Yar is an expert on aerospace, aviation and defense in Asia Pacific with vast experience in the sector and deep understanding of the region.
- Maintains relationships with the C-level executives and board directors of some of the world's largest aviation and aerospace companies.

How can we diversify the MRO Workforce?

Recruitment Initiatives

- Targeted Outreach
- Collaboration with Educational Institutions
- Internships & Apprenticeships

Education & Training

- Scholarships
- Technical Training

Mentorship & Networking

- · Mentorship Programs
- Employee Resource Groups (ERGs)

Inclusive Recruitment Practices

- · Blind Recruitment
- Diverse Interview Panels

Promotion & Advancement

- Leadership Development
- Clear Advancement Pathways

Workplace Inclusion

- Inclusive Policies
- Diversity Training

How can we diversify the MRO Workforce?

Community Engagement

- Community Partnerships
- STEM Education

Metrics & Accountability

- Data Collection
- Accountability

Supplier Diversity

Work with diverse-owned businesses & vendors

Promote Industry Visibility

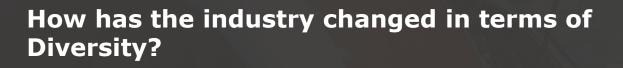
Showcase success stories via PR and public events

Diversity & Inclusion Councils

Create internal councils or committees

Continuous Improvement

Continual review and adapt





Awareness & Commitment



Diversity in Leadership



Educational Initiatives



Recruitment Efforts



Employee Resource Groups (ERGs)



Supplier Diversity



Inclusive Policies



Data Collection & Reporting



Community Engagement



Industry Collaboration

How can we guarantee lesser represented communities have equal opportunities?

In addition to the topics already mentioned:

Anti-Discrimination Laws & Policies

Affirmative Action & Diversity Programs

Access to Healthcare & Wellness

Financial Support

Media Representation

Cultural Competency Training

Government & Corporate Commitment

Community Empowerment

Continuous Evaluation & Improvement

