

# Who Is Boyden

boyden



# 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

## Promote Industry Visibility

- Showcase success stories via PR and public events

## Metrics & Accountability

- Data Collection
- Accountability

## Diversity & Inclusion Councils

- Create internal councils or committees

## Supplier Diversity

- Work with diverse-owned businesses & vendors

## Continuous Improvement

- Continual review and adapt



# How has the industry changed in terms of Diversity?



**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**



**Thank you!**

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