



25 by '25 Fitness plan SAMPLE Management Board Presentation

<Insert Department Name>

Agenda

1. Nat / Gen Dashboard
2. D&I Periodic Review: overview
3. Proposed Fitness Plan actions
4. Fitness Plan timeline
5. Next steps



Departmental personnel demographics – Nationality representation



Departmental personnel demographics – Gender representation

Insert charts

**Insert any relevant stats, as available re: recruitment,
turnover forecast, other**

Insert charts if available

D&I Periodic Review: overview

Benchmark categories and D&I progress levels

The D&I Periodic review exercise was conducted in October-December 2021 and covered the following GDEIB benchmark categories:

1. **Recruitment**
2. **Career Evolution and Retention**
3. **Benefits, Work-life integration, Wellbeing and Flexibility**
4. **Leadership and Accountability**
5. **Surveys, Statistics and Measurement**
6. **Communications**
7. **Learning and Development**

The following benchmark category were reviewed according to the GDEIB 5 progress levels:

LEVEL 1: INACTIVE

No D&I work has yet begun; D&I is not integrated into the department's strategic planning.

LEVEL 2: REACTIVE

A compliance mindset; actions are primarily compliance-oriented in relation to relevant internal policies and societal trends or pressures.

LEVEL 3: PROACTIVE

A clear awareness of the value of D&I; starting to implement D&I systemically.

LEVEL 4: PROGRESSIVE

Implementing D&I systematically and showing improved results and outcomes beyond what is required or expected.

LEVEL 5: EXEMPLARY

Considered “best practice” by the GDEIB global standard.

D&I Periodic Review Exercise: overview

Insert here results and / or overview of Periodic Review Exercise

D&I Periodic Review: results & targets

Category	Current Level	Targeted level for 2025	Comments/Observations
1. Recruitment			
2. Career Evolution and Retention			
3. Benefits, Work-Life Integration, Wellbeing and Flexibility			
4. Leadership and Accountability			
5. Surveys, Stats, and Measurements		n/a	Not included within Departmental Fitness Plan: for HR Department only
6. Communications			
7. Learning and Development			

25 BY '25 ACTIONS SETTING

Recruitment

Targeted level < insert >

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assess-ment date(s)	Achieve-ment Measure



25 BY '25 ACTIONS SETTING

Recruitment

Targeted level < insert >

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Recruitment

Targeted level < insert >

Action 3	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assess-ment date(s)	Achieve-ment Measure



25 BY '25 ACTIONS SETTING

Career Evolution & Retention

Targeted level < insert >

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Career Evolution & Retention

Targeted level < insert >

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Career Evolution & Retention

Targeted level < insert >

Action 3	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Benefits, Work Life Integration, Wellbeing & Flexibility

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Benefits, Work Life Integration, Wellbeing & Flexibility

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Benefits, Work Life Integration, Wellbeing & Flexibility

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25 BY '25 ACTIONS SETTING

Targeted level < insert >

Leadership & Accountability

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Leadership & Accountability

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Leadership & Accountability

Action 3	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Communications

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Communications

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Communications

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25 BY '25 ACTIONS SETTING

Targeted level < insert >

Learning & Development

Action 1	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

Targeted level < insert >

Learning & Development

Action 2	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 BY '25 ACTIONS SETTING

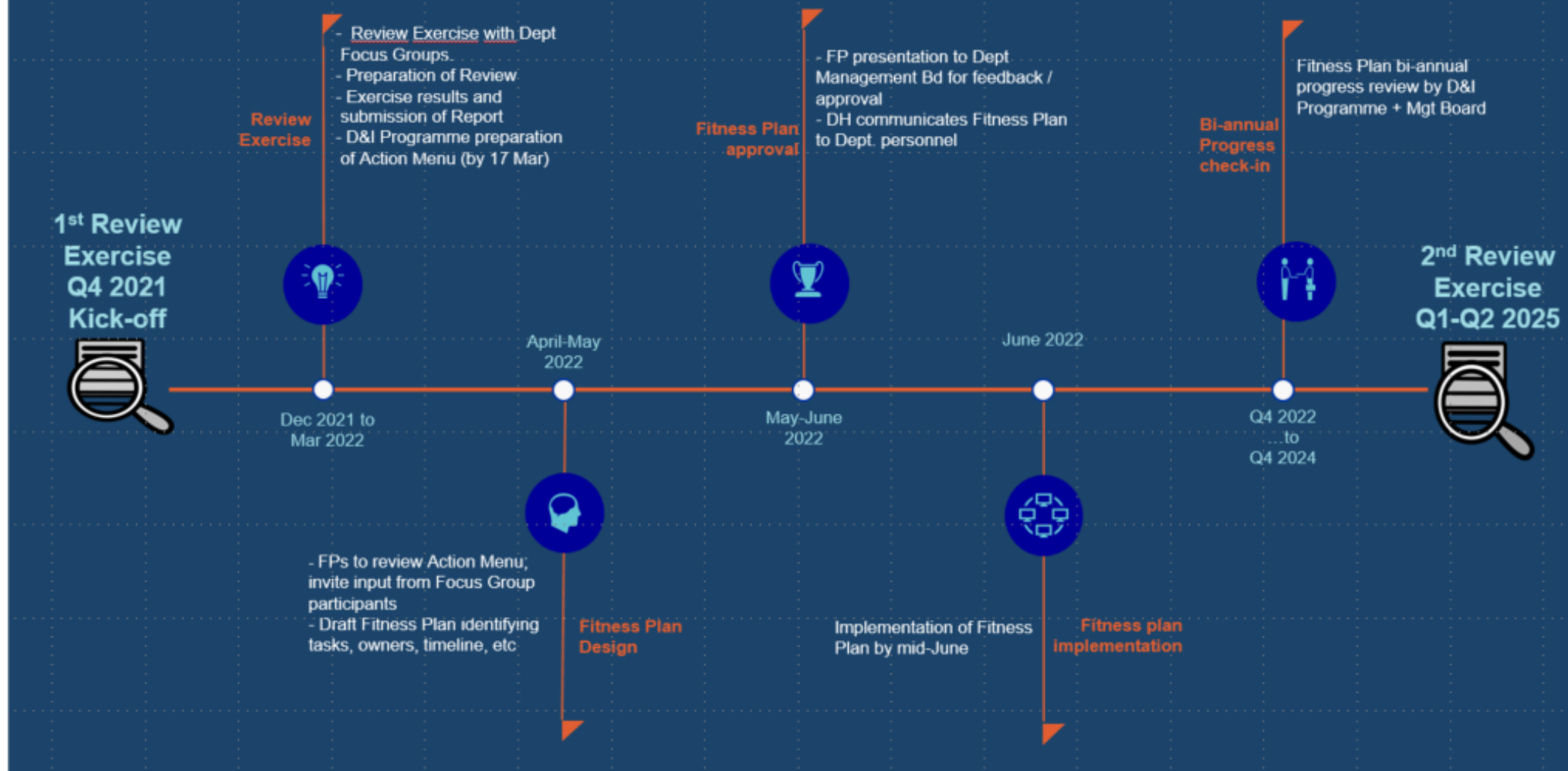
Targeted level < insert >

Learning & Development

Action 3	The Task(s) detailed	Owner	Centralised pre-Action required, if any	Personnel or material resources needed	Budget needed, if any	Start date	Assessment date(s)	Achievement Measure



25 by '25 Fitness Plan Timeline



Next steps

- **Approve Fitness Plan**
- **Allocate Resources**
- **Management Board communicates Fitness Plan to Dept. personnel**
- **If needed, Management Board call for volunteers to assist with implementation**
- **Review progress twice a year (recommended)**