

WITHOUT ALLYSHIP THERE IS NO INCLUSIVE LEADERSHIP



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Why is inclusion important in the workplace, and why is this essential to drive innovation?

Inclusion is a necessary and positive force for humanity and for business. My father's mantra was "treat others as you would like them to treat you." We are all individual. We are all different. And we view the world through unique lenses. When we stop to listen to the voices we don't usually hear, we gain fresh insights and perspectives that drive progress and innovation.

How do leaders' decisions shape culture? And how does culture drive systemic change in the workplace and in society?

If leaders support and model inclusion and openness—if they welcome everyone and embrace differences—that will be expressed in the culture. All corporations have a role to play in bringing a positive contribution to society—beyond paying taxes and providing employment. As business leaders, how we lead can have a profound impact within and outside our walls.

What does leadership mean to you?

Delivering on the organization's mission and strategic business goals. An essential component of that is helping diverse individuals and teams succeed within the organization. That's being inclusive and it's at the root of leadership today. Differing opinions and nuanced debate are key to progress and innovation.

Why are you an ally of inclusion and, in particular, LGBTQ+ inclusion?

Clearly, it's the right thing to do, but championing inclusion also makes strong business sense. Our products are used all over the world by a wide range of adult consumers. To stay consumer-centric and serve their needs, our organization must reflect the world's full diversity. I am an LGBTQ+ ally in particular because, among family, friends, and in the workplace, I see people from this community who are struggling, and I want to help and support.

What does it mean to you to be honored on the OUTstanding LGBTQ+ Ally Executive Role Model List 2020?

I am delighted, humbled, and honored. As the executive sponsor of the PMI global employee resource group on LGBTQ+ inclusion, STRIPES, I am determined that every member of this community feel a deep sense of belonging at PMI. This recognition shows that we are on the right path as a company, but the journey is far from over.

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