



The Inside Scoop

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GM celebrates Hispanic Heritage Month

This Month's Stories



Respect is a universal value. And at GM it is also one of our Core Values – Individual Respect and Responsibility. Respect is our company's greatest common denominator in that it's something that matters to every single GM employee around the world.

As we grow and mature into a truly global and inclusive company it is imperative that we understand the value of respect. When we are treated with respect we feel good. It makes us want to go the extra mile. It is generally something that is reciprocated when demonstrated. Yet, we must acknowledge and recognize the subtle – and sometimes not so subtle – nuance that culture plays on how respect is given and received.

Understanding respect in a company that has operations around the world means first developing a truly global mindset. This doesn't mean that we have to give up our own cultural values and uniqueness. In fact, it is our uniqueness and differences that ultimately drives innovation through the contribution of new and different ideas. What a global mindset does mean is recognizing that there are many worldviews among employees that have been developed by culture, experience, education, religion, and traditions. It means that there are many ways to do things and often many means to an end. We enhance our own worldview by learning about others and recognizing the value in the perspectives and knowledge and skills we all bring to the table.

We are able to build better products, tap into global markets and build stronger teams and business units by working toward a common goal of business success by sharing core values like respect, and by listening and learning from others. Respect is demonstrated when we take the time and responsibility to learn about cultures other than our own, when we demonstrate cultural awareness and sensitivities, and recognize we don't always have the best way or best perspective. For example, in some places direct eye contact is respectful where in others it is not. Sometimes it is an idea from an unexpected place or person that provides the answer we need. We must learn to pause and understand what might be going on in a situation rather than making hasty judgments.

Our vision in Diversity Initiatives is *a winning culture of inclusion that naturally enables GM employees, suppliers, dealers and communities to fully contribute to the success of GM around the world.* We need each and every employee to drive respect and inclusion. We need the ideas and talents and perspectives that every employee brings to work every day -- that means consciously seeking out ideas and perspectives different than our own -- to be the most innovative we can be.

Please feel free to send us your ideas, thoughts, success stories (and even not so successful ones) to drive success through Diversity and Inclusion at GM. We are Many People, One GM, Now!

Rod

1. [Rainbow Push Names General Motors Automotive Corporation of the Year](#)
2. [The Ad Campaign You Can't Ignore: Chevy Malibu](#)
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