At ABB, we are committed to solving some of the biggest global challenges of our time. This is possible only through our exceptional people who work, every day, for a better future. With drive and a spirit of collaboration, there are no limits to what we can achieve together."

Our Philosophy
Writing the Future, Together

Running the world without consuming the Earth. At ABB, we are committed to solving some of the biggest global challenges of our time. This is possible only through our exceptional people who work, every day, for a better future.

ABB is committed to building a diverse workforce that gives us a competitive advantage. With drive and a spirit of collaboration, there are no limits to what we can achieve together. Diversity promotes both innovation and business success, if allowed to flourish in an atmosphere of inclusiveness. Inclusiveness means a workplace in which diversity is welcome, respected and valued by all of us, and we all have a role to play in achieving this.

ABB 2020 Global Gender Diversity Ambitions

Pressing for progress on gender parity, diversity and inclusion is a major part of our commitment at ABB. Not only is there a strong business case for diversity, as many studies show that companies with a higher percentage of women in leadership teams outperform their competitors significantly, but, more importantly, it is also the right thing to do.

Globally, ABB has adopted three gender diversity ambitions for achievement by 2020. They are centered on three organizational levels:

1. **Senior Leadership:** We are working toward increasing our female senior leadership representation across all divisions, regions and functions.

2. **High-Potential Talent Pool:** We are developing a larger percentage of women to become viable candidates for senior leadership positions across the United States.

3. **Early Talent Pool:** We are partnering with key universities to ensure at least 30 percent of our early career hires in the United States are women.

We recognize that having a balanced workforce positively affects our ability to attract and retain talent. In a time of intense competition for talent, diversity and inclusion remain important to the future success of our company.
U.S. Diversity and Inclusion in Action

U.S. Country Management (USCM) Accountability Framework:
The USCM team under the leadership of our region president has committed to being accountable for driving target mentoring and sponsorship of diverse early career talent coupled with the practice of ensuring that all senior management positions have a diverse slate of candidates. Further, hiring panels will consist of diverse interviewers utilizing critical success factors and ABB Value Pairs. We have not only ambitious goals but also a clear agreement on how to achieve them; for us, the means are as important as the ends.

Catalyst:
As part of our efforts to support women at ABB and encourage more women to become engineers, we have partnered with Catalyst. Catalyst is a global nonprofit working with some of the world’s most powerful CEOs and leading companies to help build workplaces that work for women.

Our ABB chairman serves on the Catalyst Board of Directors and was chairman of Catalyst until the end of 2017. Founded in 1962, Catalyst drives change with pioneering research, practical tools and proven solutions to accelerate and advance women into leadership — because progress for women is progress for everyone. Through our partnership with Catalyst, ABB hopes to accelerate progress for women through workplace inclusion.

ABB’s active participation in this progressive, global organization raises our profile among female leaders and enables us to contribute to and learn from best practices in other leading businesses around the world.

Encompass:
Our Encompass Employee Resource Group seeks to promote an environment for the various differences that make us unique. At ABB, we welcome different ways of thinking and acting, different qualities and skills, and different experiences and backgrounds. We value them because we are dedicated to being inclusive, recognizing and respecting all aspects of what makes someone unique.

Young Professionals Network:
The Young Professionals Network within ABB is dedicated to providing young professionals with unique opportunities to enhance personal and professional development while positively affecting the greater communities in which they live. Members will have an opportunity to affect public policy, innovation and generational diversity.