

Inclusion 247 Podcast

Show notes

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Episode #3 – Flexible working in an inclusive culture



In this episode we talk to **Daniel Sapuppo**, People Advisory Services Manager, Ernst & Young (EY), Australia.

Daniel works as a Manager in the Global Immigration practice at EY in Melbourne, one of the biggest Immigration providers globally, managing the Melbourne team.

Daniel acts for several large ASX 200 and

Fortune 500 companies, advising on compliance and strategy for mobility around world.

Beyond the technical client deliverables at EY, Daniel acts as a counsellor and mentor. As a father to 3 daughters (one tragically stillborn) Daniel describes that he regularly has conversations with his team and openly shares his personal experiences of pregnancy and the premature birth of his children.

Daniel describes in this episode how the flexible working policy, offered at Ernst & Young, was invaluable in enabling him to spend essential time with his family whilst balancing the demands of his job role.

Daniel also shares his experience of parenting his older daughter 'solo' whilst managing a full time job, and how male role models, policies and the company culture within EY enabled him to feel safe, supported and valued as he adopted a more flexible working pattern in his role.

Daniel openly describes how he had to manage his own unconscious bias, and how his personal experiences have helped him to challenge the preconceptions of gender which he held growing up in a largely patriarchal culture. Daniel describes his desire to be a role model for his daughters and colleagues and hopes that his actions will build strong foundations for his daughters and inspire others to break down unconscious bias.

Contacting Daniel

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About the Show

The **Inclusion 247** podcast is for busy professionals who want to know 'how' to create an inclusive workplace culture. Throughout this series Teresa will speak to some of the most inspiring thought leaders of today, including yourself(!) who will share their knowledge and insight into what it takes to build an inclusive workplace culture. She will guide listeners through her tribe5 Diversity & Inclusion® methodology - from taking stock, raising awareness, to inspiring all stakeholders, building for the future and embedding positive Diversity & Inclusion practices.

The format of the Podcast is 30 minutes of conversational-style discussion about ideas relating all aspects of equality, diversity, inclusion and belonging.

You can learn more at www.inclusion247.com

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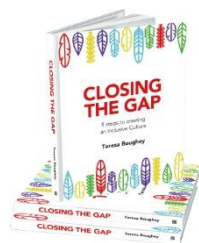
About your host

Teresa Boughey is an Award-Winning Diversity and Inclusivity specialist with over 25 years' Senior Leadership experience working with large organizations and their executive boards.



Teresa is a TEDx speaker, a UK Female Entrepreneur Ambassador and has been recognised as a Top 100 F:entrepreneur. She is business board member of two All-Party Parliamentary Groups, influencing Government on Policy.

She has appeared on BBC One's Sunday Politics Show and local BBC Radio. Teresa has also been a judge at the UK Biz Awards and UK Employee Experience Awards.



Teresa is the author of the #1 best-selling book *Closing the Gap – 5 Steps to Creating an Inclusive Culture*.

As an active fundraiser Teresa has also helps raise funds for various charities and is currently an Ambassador for The Hunger Project – Unleashed Women's Project.

Contact Teresa

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