

Ensuring “*Equal Glass*” at work

How Dell Technologies’ VP of Talent Development promotes connection in a hybrid world



*Ramona Arora,
VP Talent Development at
Dell Technologies*

As we adjust to a mix of digital and in person gatherings in this moment of global transition, Ramona Arora urges all leaders to encourage “equal glass” representation amongst employees (referring to the tiles on virtual meeting platforms we were once confined to). This approach ensures engagement, participation, and a feeling of belonging within teams.

Discover Ramona’s checklist for hosting inclusive, productive meetings that foster connection:

Pulse check:

- ☐ What is the purpose & goal of the meeting?
- ☐ Did I include the right people to answer critical questions?
- ☐ How much time do we actually need?
- ☐ Can I brief the team with context so everyone joins with equal information?
- ☐ How can I avoid adding to meeting fatigue?

During your meeting:

- ☐ Am I using global, inclusive language?
- ☐ Did I review everyone’s preferred name or pronoun(s)?
- ☐ Am I encouraging participation and including all parties?
- ☐ Am I asking, sharing, and listening?
- ☐ What is my energy level?
- ☐ Are the meeting goals being met?

After your meeting:

- ☐ Did we agree upon key outcomes?
- ☐ Did we align on next steps and owners?
- ☐ Did I send a meeting recap?
- ☐ Did I get feedback that I can make note of for next time?

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