



Pitney Bowes
RBC Immigrant Advantage Award winner
2009 TRIEC Immigrant Success Awards

Deepak Chopra, President, Pitney Bowes Canada: Pitney Bowes is a \$6 billion global leader specializing in midstream technologies, print management. We also help large organizations manage critical customer communication.

Guilherme Dias, Director, Strategic Talent Management:

(For us to be successful long term...)

In terms of building a talent and inclusion plan, having a workforce that represents the community that you work in. The talent inclusion plan starts with the business priorities and looks at each priority and translates that into what do we need to do to attract, retain, develop and grow leaders?

Guilherme Dias: *(There's a lot of pressure...)*

We've seen tangible solutions that have generated revenue. We've built new solutions to enter new markets.

Deepak Chopra: No one culture or no one country has a monopoly on intelligence. So we have truly leveraged that power.

Rita Haddad, Business Analyst: I'm originally from Lebanon. I'm a business analyst in the sales operations department. Pitney Bowes values me for my skills and experience.

I'm multilingual. I speak four languages, French and English being two of them, as well as Arabic and a little bit of German. The way I tackle problems and try to problem solve is very different, probably a little different because of my multicultural background.

They value your skills and experience and encourage you to grow.

Deepak Chopra: When we look at our strategies in market like India and China, we need to have talent that understands both the North American culture, understands what's the local culture and can bring together strategies.

Guilherme Dias: You know the bus has already left the station. You have a choice, you either get on the bus or stay at the depot.

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