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CEOs wrestle with political polarisation in their own companies

The C-suite may be [finding consensus](#) on issues like immigration and racial equality in the boardroom, but the same can't be said on the shop floor. This has left executives increasingly anxious about how to handle the polarisation.

That is the challenge taken on by the [Dialogue Project](#), an initiative backed by companies including Chevron, Google and Southwest Airlines, which seeks to improve civil discourse in the workplace.

The project, launched by PR man **Bob Feldman**, this week unveiled research showing that most people, particularly in the US, believe that it has become more difficult to have respectful dialogue with individuals who hold differing views on subjects including politics, race and Covid-19.

"The business community does have a responsibility to be part of the solution," he told *Moral Money*: "The workplace is one of the few places you go to where you engage with people of different viewpoints, races and backgrounds."

Mr Feldman has pulled together case studies from the likes of Allstate and General Mills on how to get employees to discuss difficult subjects constructively. After George Floyd's death prompted chief executives to [pledge to do more](#) to tackle racial injustice, he notes: "Almost every CEO is doing a listening tour. But . . . I think they're recognising there's a need to do more than that."

The project has pulled together recommendations, such as encouraging compromise and listening "to understand, not to win", and rounded up perspectives from CEOs including General Motors'