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Celebrating CEOs who are igniting change within their organizations

Each year, *Profiles in Diversity Journal* is proud to recognize those CEOs whose passion, vision and commitment to diversity and inclusion are making a difference in the organizations...and beyond.

This year, we asked CEOs from around the globe to share their biggest challenges and achievements in promoting and empowering a diverse workforce. The resulting personal accounts show why these men and women are such dynamic diversity champions. They embrace diversity and inclusion, not just because they believe it's good for their business, but because they know it is the right thing to do. [PDJ](#)





Steve Angel
Chairman, President & CEO
Praxair, Inc.

Headquarters: Danbury, CT

Education: North Carolina State University, BS, civil engineering; Loyola College, Baltimore, MBA

First Job: Brick mason's helper

What I'm Reading: "Killing Lincoln: The Shocking Assassination that Changed America Forever" by Bill O'Reilly and Martin Dugard

Best Advice: Exceed expectations

“Effective leaders insist on diversity and inclusion. They understand that a variety of experiences and backgrounds results in an energized and productive work environment. They value the differences among us that lead to dynamic solutions and innovative changes. That is what makes them good and effective leaders.”

How Diversity Takes Us from Good to Great

For a high-performing, global company, a commitment to diversity and inclusion is not an option, it is a necessity. At Praxair, we consider diversity and inclusion table stakes. Maintaining a competitive advantage in today's global economy requires that we hire, develop, and engage the best people. And, not just the best people from a certain segment of the population—the best people from the broadest talent pool available.

Attracting and developing the right people for our business ensures that we maintain a high-performance culture, which is so critical to our continued success. We do this by providing dynamic leadership, a challenging work environment, competitive pay and benefits, and recognition

for outstanding performance. We also do this by hiring and developing the best talent.

In order to provide the greatest value to our employees, customers, shareholders and communities, we must always be willing to look beyond ourselves and those who are like us. We must become comfortable with the unfamiliar. We must encourage, appreciate, and celebrate new and diverse opinions, ideas, and talents.

And that sounds easier than it really is.

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and innovative changes. That is what makes them good and effective leaders.

There is a world of knowledge, expertise, and innovation at our fingertips, and the more we leverage it, the stronger we become. A diverse and inclusive workforce not only provides a competitive advantage, it separates the good from the great.

At Praxair, being good is never good enough. And while we will continuously raise the bar, I am proud of the commitment and focus our global team has on establishing our company as an employer of choice, maintaining a strong pipeline of future leaders, and continuing to create a global culture of inclusion. [PDJ](#)

Written by Steve Angel, Chairman, President and Chief Executive Officer, Praxair, Inc.