

## EXPERIENCING & LEARNING

### Implementing Diversity successfully through Interaction

#### WELCOME TO OUR INTERVENTION PORTFOLIO

Walk your talk. Only personal and credible leadership on Diversity ensures sustained changes. Respect and inclusiveness are two critical components an organisation needs in order to make the most of existing differences in the workplace, the marketplace and the business environment. Over the years we have developed a variety of learning methodologies and tools – all designed to increase your success. Here is a selection:

- Trainings
- Thematic Workshops
- Further Education
- eLearning
- In-house Events
- Mentoring & Networks

*On the following pages, this field will show each of the relevant projects or related references from our work.*

*"At HSBC, D&I is a business-lead initiative and as a pan-European committee of managers we were glad to have European Diversity's external perspective and input. Michael Stuber's business acumen and his striving for individual solutions helped to advance the regional D&I agenda taking into account business and country needs. We look forward to continue our collaboration in the future."*

*Virma Sokmen, Head of CMB HSBC Turkey (December 2012)*

*"Their gender & diversity models and the interactive discussion on the topic were very effective and appropriate for the target groups and helped to establish a positive understanding as well as to create new approaches for further implementation."*

*Stefan Conradi, Manager, Deutsche Telekom RTS (2010)*

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Would you like a comprehensive Diversity consultation? Please visit the website [www.michael-stuber.biz](http://www.michael-stuber.biz) and get to know more about the expertise of Michael Stuber.

Note for the printed version: All content has been developed and designed for the purpose of being presented on the Internet. This may cause some texts to appear fragmented when read off-line. Please refer to our website on the Internet at: [www.diversity-consulting.eu](http://www.diversity-consulting.eu)

## 1. TRAININGS

### Creating awareness and expanding skills for executives, experts and employees

Understanding Diversity starts with awareness of your own personality, culture and perception. With interactive learning concepts and tools, we facilitate development processes and promote progress through insight and experience. Our practical training sessions merge Diversity & Inclusion and the everyday work situation of the participants. Effective interventions result in increased awareness that fosters productive teamwork and openness for change. We tailor the training design to your organisation, facilitate sessions and evaluate the progress of your team while you enjoy all the advantages of our renowned Diversity trainings. Utilize our expertise and send your inquiry to [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*"European Diversity Research & Consulting significantly helped to further develop our Diversity & Inclusion Strategy. Particularly valuable was the combination of experience and knowledge of different options and constellations. Cooperating with European Diversity Research & Consulting in the strategy development was just as inspiring as motivating. It has helped to increase the top managements' commitment once again. We won't renounce the support of European Diversity Research & Consulting along the implementation process."*

*Hermann Hofmann, Head Public Affairs & Communications, Sandoz Group Germany (2011)*

*"As part of the implementation of a quota for women at Deutsche Telekom, European Diversity conducted gender diversity workshops for experts and executives in the recruiting and talent service unit. Their gender & diversity models and the interactive discussion on the topic were very effective and appropriate for the target groups and helped to establish a positive understanding as well as to create new approaches for further implementation."*

*Stefan Conradi, Manager, Deutsche Telekom RTS (2010)*

*"European Diversity Research & Consulting proves to be an exceedingly competent concept partner through the creation and execution of the blended-learning-program of 'Managing Diversity'. With their essential combination of knowledge and experience, working with them was extremely constructive, professional and enriching."*

*Andrea Troxler Fueter, Modul Managing Diversity, Volkswagen AutoUni (November 2004)*

## 2. THEMATIC WORKSHOPS

### Professional application and implementation of Diversity in HR, Marketing & Communications

How is Diversity relevant within the numerous functions of your company? In our thematic workshops, your experts can enrich their professional perspectives with Diversity, thus adding value to your overall business strategy. Whether it is the Human Resources department, Public Relations, recruiting, customer care or investor relations, every department needs a different perspective on Diversity. Our interactive workshops uncover the important role of Diversity and support participants in integrating Inclusion in their everyday jobs. We customize the foci of our workshops to your needs, e. g. gender, age or ethnicity in recruitment, talent management or marketing. Would you like more information on our Diversity workshops? Make use of our expertise and send your inquiry to [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*"We highly appreciate Michael Stuber being an integral member of our Diversity & Inclusion core team at Bayer MaterialScience. From the beginning of our cooperation, he has been listening to the status achieved so far and contributed with his broad experience and as a knowledgeable subject matter expert. He supports our initiative with high customer-orientation and flexibility according to specific ad-hoc as well as long-term needs. The fruitful cooperation is not only related to the field of Diversity & Inclusion itself but embraces as well change management for sustainable achievements."*

*Maud Wiedemann, Bayer MaterialScience Corporate Development and Dr. Christine Mendoza-Frohn, Bayer MaterialScience Marketing, tandem lead of the global Diversity & Inclusion Initiative at Bayer MaterialScience (2012-2013)*

*"On the search for competent partners to help with your D&I initiatives in Europe you can't overlook European Diversity - Research & Consulting."*

*Corinna Dawkins, Vice President HR, Bayer HealthCare (2011)*

*"As part of our Global Diversity strategy, Symantec has created diversity councils led by a local Diversity champion at our sites throughout Europe. mi.st European Diversity Consulting has assisted us in preparing and carrying out successful work meetings with our local partners while effectively acknowledging European and national specifics. mi.st European Diversity Consulting has shown professionalism, expertise and responsiveness to our diversity needs and has contributed to the success of our diversity initiative in Europe."*

*Fernando Serpa, Global Manager Diversity and Inclusion, Symantec (January 2005)*

### 3. FURTHER EDUCATION

#### Expanding knowledge – broadening one’s mind: continuous improvement & ongoing qualification

Even the best Diversity professionals regularly need new input, incitement and inspiration. On the basis of our internationally cross-linked work, we offer well-founded and future oriented further education. New challenges continuously emerge in the course of your change processes. In order to keep you on top of the newest developments, we deliver learning sessions on specific issues, trends or implementation strategies. Up-to-date knowledge will also encourage your further personal development, so make use of our expertise and send your inquiry to [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*“European Diversity Research & Consulting provided efficient and creative support in designing our Women Initiative kick-off day with almost 200 women at Bayer Animal Health and Crop Science in Monheim. Their experience in this field and Michael Stuber's excellent English communication skills helped to engage global participants and top managers in a lively discussion which resulted in valuable insights. They also were a big support in analysing the workshop's outcomes and in paving the path for further actions.”*

*Dr. Afssaneh Rabbar, Diversity Manager, Bayer Animal Health (December 2011)*

*“Mr. Stuber supported us very well with his extensive experience in Diversity. His "Propelling Principle" helps us to move the topic of Diversity forward within our organization. We thank European Diversity Research & Consulting for the good cooperation.”*

*Juanita Jordan, HR Manager, Bosch Engineering (2010)*

*“Thanks to the contribution of Michael Stuber, the kick-off of our Diversity council with senior managers was a total success.”*

*Claudia Knies-May, Corporate Diversity Management, T-Systems (December 2005)*

## 4. E-LEARNING

### Efficient online training on Diversity and Inclusion

Online training presents a cost-effective education for managers or employees – regardless of their geographic location. We offer interactive and pragmatic learning tools on ‘Diversity and Inclusion’ in English and German. Our learning tool ‘eDiversity’ is suitable for beginners, as a pre-training exercise or a refreshment course following an intervention on Diversity. The online course imparts intriguing knowledge on Diversity and offers suggestions on how to integrate the approach into one’s personal life. Look at our demo version and ask for your personal trial account at [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*"Mr Stuber was our guest speaker at the KIBIS networking meeting of Austrian HR leads. His contribution on "The Propelling Potential Principle" and as a facilitator of a panel discussion added a lot of value as he focused on the tangible benefits of Diversity for companies as well as presenting a consistent framework. Thanks a lot for the good collaboration!"*

*Edith Peter, Managing Director KiBiS Work-Life Management (2012)*

*"Michael Stuber is often referred to as the "Diversity Guru". I definitely agree to this, especially with regard to his profound diversity expertise and knowledge, huge network and ample experience in implementing diversity concepts in global companies. He is very pragmatic, focused and straight-forward in his consulting. His concept of the Propelling Potential Principle is very effective as it combines a clear sense of what is needed to make progress and to create change."*

*Eva Faenger, Diversity Manager Hewlett Packard Germany (June 2010)*

*"eDiversity is an unique and entertaining instrument which quickly trains numerous employees while dealing with issues of Diversity and Anti-Discrimination. Adaptations for the specifics of our corporation were completed within a short amount of time."*

*Sven Rudloff, HR Group / HR Policy, E.ON (March 2007)*

## 5. IN-HOUSE EVENTS

### Stimulate interest, create buy-in and initiate change

The inclusion and engagement of managers and employees is crucial when implementing Diversity. Executive events are particularly appropriate to spread information and encourage interaction – either in workshop settings or large-group interventions. Annual events, kick-off sessions, management conferences, evening symposia, lunch & learn sessions or road shows are some types of events companies have successfully used to stimulate buy-in. We offer creativity and know-how in the design, preparation and organisation of big or small, external or internal events. Make use of our expertise and send your inquiry to [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*"Michael Stuber advises us on the implementation of various measures to promote diversity and inclusion. Based on his proven technical expertise and his broad experience he knows how to develop individual, business-related and implementation-oriented concepts and solutions. His extremely pragmatic, customer-oriented consulting supports us a lot in the anchoring of D&I in the company."*

*Dr. Ilona Muráti-Laebe, Bayer HealthCare Pharmaceuticals Diversity & Inclusion Advisor (2013)*

*"With the professional support of Michael Stuber our 'Gender-Diversity-Day' was a great success."*

*Elke Kopp, Diversity Manager, Vodafone (March 2011)*

*"We developed two Diversity brochures for our internal and external communication. European Diversity Research & Consulting supported us very well in the conceptual design, in drafting the first one in 2001, and in the 2004 expert translation."*

*Elisabeth Kurkowski, Global Diversity Team, Deutsche Bank (September 2004)*

## 6. MENTORING & NETWORKS

### Develop your networks and your employees systematically

Networks and mentoring programs promote the exchange of experience and knowledge, and they enhance the visibility of their members. These tools address the issue that out-groups do not have the same opportunities for personal and professional development than members of a dominant culture. Through mentoring and networks, diversity becomes visible and tangible within your organisation, and change is being encouraged through new experiences for many employees. We design meetings, briefings, matching processes, or events for successful and innovative mentoring programs and networks. Contact us if you would like more detailed information. Make use of our expertise and send your inquiry to [team@diversity-consulting.eu](mailto:team@diversity-consulting.eu)

*"With their competence and experience, European Diversity has significantly contributed to the successful development of Infineon's Gender Diversity Network. In three workshops with the entire network and through intense collaboration with HR, we succeeded in clarifying roles, design strategies and define actions. Michael Stuber's external perspective and his ability to capture and address company specifics were major assets in the constructive development of solutions. His refreshing, to the point humor is a welcome added-value."*

*Dr. Monika Kircher, CEO, Infineon Austria (March, 2014)*

*"Within Volkswagen Bank, the employee network of 'Queer direct' represents an important part of Diversity. In 2003, this group conducted an interactive policy and training program that European Diversity Research & Consulting had designed and facilitated. In 2005, they initiated the first Germany-wide Gay and Lesbian business forum, which again European Diversity Research & Consulting professionally and successfully co-ordinated."*

*Barbara Rupprecht, Head of Diversity Management, Volkswagen Bank (July 2005)*