

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.

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Stefan Conradi, Manager, Deutsche Telekom RTS (2010)

Would you like a comprehensive Diversity consultation? Please visit the website 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

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

“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

“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

“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

“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

“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

“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 Rupperecht, Head of Diversity Management, Volkswagen Bank (July 2005)