

Successful Collaboration

Current Situation

- Activities related to Diversity & Inclusion (D&I) are often still focusing on the obvious differences between humans but less on different behavioral styles. This often leads to stereotyping of people (e.g. typical male) or exclusive development offers (e.g. programs only for women)
- A culture is often missing that allows us to deal with behavior that is different to our own. This negatively impacts how individuals collaborate and leads to the exclusion of members of staff or in the worst case a whole group of employees

Results

- Participants acknowledge their different behavioral styles and know how they react to behavioral styles that are different from their own
- Participants understand the value of being different, treat it with respect and are able to build the required bridges or adjust their reactions in order to improve collaboration

Approach

- 3-4 hours interactive workshop (short theoretical part, practical exercises, reflection, practical advice for every day)
- Focus on specific behaviors of relevance to the participants
- Addressees: Line managers, employees
- Languages: English and German
- Max. 20 participants per workshop

Your benefits of collaborating with me

- You benefit from my experience as line manager, project leader and team member when delivering an open exchange on our differences, how to appreciate them and how to use them to our benefit
- You benefit from tested tools suitable for day to day use developed in leadership and organizational change and development trainings (Lassalle Institute, CAS Geist & Leadership; Institute for applied psychology of the university Zurich, CAS change management, organizational consulting and development)
- Flexible with regard to time and place and tailored to you/your participants' individual needs