

Diversity & Inclusion in Your Business

Current Situation

- The concept and value-add of Diversity & Inclusion (D&I) is thoroughly scientifically researched and accepted in academia and among many business leaders
- Often it is not clear to business leaders how this value-add can be realized, what the right D&I objectives should be and where the responsibility lies for achieving these objectives (e.g. between line managers and HR)

Results

- You understand how D&I can contribute to your business' success
- You have defined and syndicated D&I objectives
- A gap analysis has been performed and the three most important areas for improvement have been identified
- Measures and responsibilities are defined

Approach

- Multilevel consulting approach:
 - o Definition how D&I can contribute to your business' success and what you would like to achieve with regard to D&I
 - o Assessment of the current situation compared to your agreed D&I objectives
 - o Identification of the three most important areas for improvement
 - o Development of measures per area for improvement and proposal re priorities
- Addressees: C-level executives, individuals responsible for D&I/ strategy/ organizational development/ change/ marketing
- Languages: English and German

Your benefits of collaborating with me

- You benefit from my many years of experience in developing and implementing D&I strategies and company-wide change initiatives
- I have developed and tested new approaches for developing and implementing D&I initiatives during my training in change management, organizational consulting and development at the institute of applied psychology of the university of Zurich
- My ability and experience to communicate effectively at all levels of a company will help convince decision makers and establish the importance of the topic in your company