

Diversity Competence: Unfolding Diversity – Harvesting Excellence

Diversity enriches organizations with new knowledge and competencies that open the way to new perspectives, innovative options and flexible modes of action. To make use of these options and to avoid time-consuming and cost-intensive mistakes those responsible for or involved in the process need to be very well prepared.

As important stakeholders public academic institutions have to understand the dramatic societal changes around them to stay competitive and attractive within and with the EU. They further have to react upon it according to their own systems logic.

Constructive inclusion of diversity is increasingly requested and can

- promote excellence in research and teaching
- enable to successfully deal with the dynamics and complexity of the knowledge-society
- support interdisciplinary and international fruitful cooperation to cope with innovation pressures
- add to acquire national and international funds and
- contribute to a positive image in society.

Diversity Management is a cross-sectional approach to handle chances and risks of heterogeneous teams and is affecting team and organizational culture.

Your profit

- You gain leadership in a current and sensitive field of discussion
- You unlock unexpected staff resources, foster motivation and high performance orientation
- You better understand conflict-dynamics, can better avoid them, better address and solve them
- You contribute to an engaged, open and inspiring working culture, thus enabling excellence.

Impulse workshop (open):

It is neither trivial to cooperate interdisciplinary and internationally, nor to attract women into technical & science programs.

- Gender & diversity: chances & risks
- Status Quo: effects of a lack of diversity in research and teaching using the example of learning and working-styles.
- How does gender & diversity competence develop?

Focus workshop (max. 15 participants that participated in the impulse workshop):

Numerous studies show that heterogeneous teams either exceed the performance of homogenous teams – or under-perform. The chances though can be understood and realized:

- Small differences – enormous effects: a framework to understanding differences
- How to lead heterogeneous teams (research and classroom)
- Diversity and inclusion as organizational strategy

These intensive impulses alternate with relevant exercises. They support your self-awareness, give you best-practice-examples and experience from simulations that enable to understand different perspectives including their conflict potential authentically.

Instructor

Dr. Silvie Klein-Franke, **Ideas x Skills**, Certified Management Consultant (CMC), international Constantinus-Award 2008. EU-expert in gender (EU research framework) and intercultural and social competence (Leonardo). Certified careers advisor, studies in diversity management, dissertation as biochemist at the Max-Planck-institute for Immunology.

Longstanding management and leadership experience with teams up to 75 people from up to 44 countries and involving more than 15 disciplines. Among others reorganization of a university language center, building a career service and placement center, coordination of an international and technical women's university.

Counseling of German, Austrian and Swiss universities, as well as small and large technical companies regarding gender and diversity issues and reorganization to generate inclusive organizational cultures. Professor in human resource development, organizational development and change management for several national and international study programs at the Management Center Innsbruck.

References:

University of Göttingen, Würzburg, Stuttgart, Basel, St. Pölten and Wels, FemTech Austria, Max-Planck-Society, Management Center Innsbruck, Counties of Tyrol and Vorarlberg, Tyrol Health Insurance, Employment Center Vienna, Women's academy Munich, Mentoring Platform Tyrol, Julius Blum GmbH, Kommunalkredit Austria, Lufthansa Technical Training, PDA-Group, Rolls-Royce Europe.

Format

The workshop will be given as a sequence of 3 days.

Language: The seminars will be given in English.

Group size: 10 to 15 participants.

Costs: Upon request.