

Tapping the potentials of diversity

To meet the challenges of the future, more and more organizations put diversity on the management agenda and make it an integral part of their strategy.

The fast pace of change in the world around us means that many organizations today face stakeholder groups with a high level of diversity in terms of age, gender, competence and cultural background. To succeed, corporations need to reflect this reality. And it makes sense to do so, as diverse corporations are more innovative and successful.

For organizations that operate in a global market, it is critical to be aware of the impact of diversity. Putting insights into practice is one of the keys to meeting customer-, employee- and partner demands – today and in the future. It's about creating inclusive work environments that strengthen corporate identity. It also supports a key aim of many organizations today; to be truly value driven.

An attitude – and strategic enabler

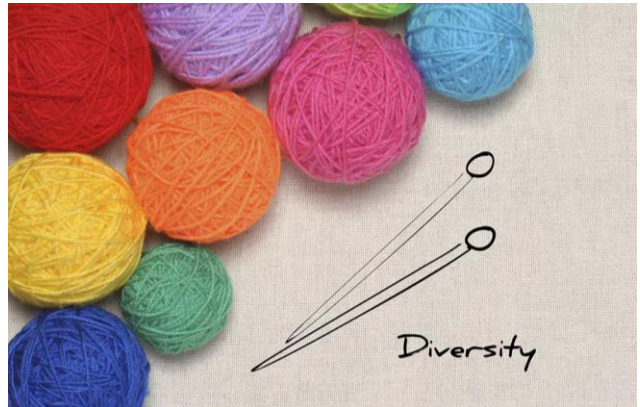
In many ways, diversity is an attitude. It's also a strategic enabler of high quality decision making. Corporations can capitalize on different backgrounds and mindsets of people for improved performance and profitability.

This means that diversity needs to be not only on the management agenda, but on all organizational levels; as an integral part of people- and business processes.

From insight to actions

Going from insight among a few people to actions throughout a whole organization can be a challenge. One way is to invite everyone to a dialog, using interactive learning methods. Let people discuss and explore: How are key global trends driving diversity, and how do we address them? What kind of organization do we want to be and what are the gaps that we then need to overcome?

Let people challenge their own beliefs, and then apply new insights on situations from their daily work. This will help teams and individuals realize the positive impact of diversity on business performance.



Supporting tools

To support a dialog over time, engaging people in the business and in making change happen, Celemi develops hands-on tools. Team-based explorative exercises, simulations and serious games guide people through a journey of learning and change – at events, seminars, weekly meetings or on-the-job. Media and formats may include WorkMat™ series, business simulations, cases, films, interactive Power Point presentations and e-Learning.

The journey is based on a storyline, including step-by-step learning activities – as well as links to internal communication pieces such as news on the intranet, letters from the CEO, e-mails and presentations with business updates.

The Power of Learning

Our philosophy, The Power of Learning, is at the heart of all Celemi learning solutions. Common characteristics of a Celemi solution include:

- Interactive and participant driven
- Fun and engaging
- Managers often act as facilitators; the process becomes an integral part of leadership.
- People work in teams of 3-4 people, and multiple teams can participate simultaneously.
- With a cascading implementation, you can reach large numbers of people in a short period of time.

About Celemi

Since 1985, Celemi helps companies manage the human side of change – moving people and organizations to higher levels of performance. With offices in Sweden, the US, China and Singapore, as well as partners in more than 70 countries worldwide, Celemi serves clients such as Airbus, Baxter, BASF, IKEA, Schneider Electric, Siemens and Skanska across the globe.

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