



Call for Applications

Diversity Leadership for Profit, Non-profit, and Public Organizations

The LEAD Diversity Lab offers cross-sector diversity change management for specialists and executives from businesses, NPOs/NGOs and politics/public service.

Businesses and organizations from all sectors are facing new challenges: Digital technologies and growing global interconnectedness accelerate the pace of decision making, while our societies are becoming more diverse. So is the workforce. At the same time, the search for, and retaining of talents is getting ever more challenging in our aging societies. Attitudes towards work and life are changing. There is a growing demand for a more inclusive society. As a result, organizations across all sectors have to find ways to act both effectively and responsibly in an increasingly changing and complex environment.

To lead diversity and to build the capacity to practice it is one of the key investments for a sustainable success of organizations in such an environment. Diverse organizations are more innovative and agile than homogenous organizations. They manage to successfully mirror the external complexity on the inside creating solutions that are more viable in an ever more dynamic world. In addition, they tap into new talent pools. Moreover it is the social responsibility of any organization to ensure that their staff and management represent the growing diversity of the society in which it operates.

The Lab – an intensive workshop format for co-learning

The LEAD Diversity Lab offers participating organizations a safe space for co-learning to integrate diversity into their strategic management, into change measures and into already running processes. During the participation in the Lab each organization will work on concrete projects in strategic fields such as recruiting, talent management and development, awareness building, skill building, establishing and supporting interest groups, and leadership.

The Lab functions as a learning journey promoting change in the organizations. Over the course of 9 months, participating organizations will work on their individual challenges, set goals, and work on the implementation of these goals (prototyping). They meet all together for three 1,5-2 day workshops in the heart of Berlin. Experienced coaches provide input and structure and facilitate learning, exchange and planning. In between the workshops, individual and/or team coaching is available to support the ongoing change process in each organization.

LEAD especially promotes cross-sectoral learning and development that strives to follow up beyond the duration of the Diversity Lab 2016 to sustain the peer-learning practice between stakeholders.

Sessions & Content

The previously planned schedule is as follows and will be adjusted to the individual requirements of the final participants:

Session 1: Defining strategic project and development objectives & field competence deepening

- Get to know each other from the diversity perspective, awarenessraising, and change of perception
- Diversity and change management basic knowledge/analysis capabilities
- Definition of development objectives (individual, team, group)
- Ideation: identification of areas for learning and development in the organizations, development and sharpening of project ideas

Interim phase (1. Coaching)

Work on the concrete project ideas, differentiation of the projects, development of prototypes, peer-learning, individual coaching

Session 2: Deepening & capacity building

- Diversity change management
- Strategies, challenges, and best practice
- Diversity and leadership
- Structural and cultural anchoring of diversity: Consulting, planning, multiplication, process design
- Capabilities in analysing, methods, and planning
- Peer-learning (reflection and collegial advice by means of the projects)
- Focus on own diversity practices (i.e. challenges of the organizations and work contexts, challenges of the projects)

Interim phase (2. Coaching)

Work on the project, peer-learning, individual coaching

Session 3: Project presentation & reflection

- Presentation of the projects with external guests (i.e. selected representatives of the participating organizations)
- Reflection of the learnings
- Stabilization and sustainability
- Arrangements to the future, milestones for project success

Outcome

As a participating organization you will (further) develop individually and organizationally fitting ideas and solutions. You will begin their implementation through prototyping. You will promote organizational capacity and develop competency in managing diversity. You will learn to address biases and develop viable communication strategies, both internally and externally. Individual participants will be strengthened to become agents of change in your organization, empowering and inspiring others but also overcoming obstacles. In addition, you will become part of a network of organizations allowing for cross-fertilization, co-learning, and peer coaching even beyond the duration of the lab.

Coaches

LEAD offers the Diversity Lab in cooperation with compassorange. The Lab will be held in English language with the possibility of German explanations if required.



compassorange is an agency for contemporary and integrated personnel and organizational development. As part of our consulting services, we accompany businesses and (non-profit) organizations in the process of strategy development and implementation; among other things in the areas of diversity and change management.



Dr. Claudia Neusüß is managing director of compassorange GmbH, an agency for contemporary and integrated personnel and organizational development. She is an experienced consultant, facilitator, speaker and coach in the fields of leadership development and diversity. As a visiting lecturer she was, and still is, well acquainted with current research and academic teaching. Due to her executive experience in civil society organizations and the private sector, she knows about the challenges of managerial and leadership practice. As member of the executive board of the Heinrich-Böll-Foundation she was responsible for international politics, the north-south-dialogue, the joint tasks Gender Democracy and Intercultural Management as well as junior staff development. As founding member and former executive and supervisory board member of the Berlin-based women cooperative society „WeiberWirtschaft“ she has been promoting a gender equitable and sustainable economy for many years. As chairwomen of OWEN – the Mobile Academy for Gender Democracy and Peace Development she worked with stakeholders in post-conflict regions with regard to gender and diversity. Claudia Neusüß studied political science, psychology and economic geography.



Katrin Unger is a consultant at compassorange. Since 2010 she accompanies businesses and (non-profit) organizations in personnel and organizational development measures as part of cultural change. Furthermore she worked as a Research Associate for the department of further education and educational management at the FU Berlin. As HR developer at the city of Pforzheim she worked on the design and implementation of assessment centers for highly qualified and leadership positions as well as on a cross-sectional development program for (young) leaders.

Katrin Unger is trained as a systemic consultant (Institut für systemische Beratung Wiesloch) and in mediation (Bundesverband Mediation). She gained her masters degree in educational science - organization and consulting at the Technical University in Berlin

How to participate and apply for a scholarship

The Lab is limited to a maximum of 8 organizations, selected for a diverse background (private, public, non-profit). If direct competitors apply, we will ask the competing organizations for their approval before allowing participation to both.

As a participating organization, you need to:

- Have a strong commitment from your organization's leadership to improve your organization's diversity strategy and practice. Ideally you come with a concrete project structure already established.
- Nominate 2-3 participants for the entire lab, e.g. executives, project managers, HR staff, diversity managers or other diversity-relevant stakeholders. If possible the team would be consisting of a senior/top manager functioning as a project sponsor and a relevant project manager working on the implementation of diversity-related topics.

- Apply for participation by providing a brief outline of why your organization wants to participate, and what you hope to gain from it.
- Pay a participation fee of EUR 7,900. Non-profits as well as public organizations can apply for a partial scholarship. Full scholarships are granted only in exceptional circumstances.

For application details and information on scholarships please go to the registration website: <https://centerforleadershipandadvocacy.wufoo.com/forms/q1g9ko63170lw61/>

Deadline for application: May 27 2016

Logistics

Dates

Workshop 1:	June 16 2016, 3pm-7pm June 17 2016, 10am-5pm
Workshop 2:	September 8 2016, 10am-5pm September 9 2016, 10am-5pm
Workshop 3:	November 10 2016, 3pm-7pm November 11 2016, 10am-5pm

Location

ProjektZentrum Berlin der Stiftung Mercator
Neue Promenade 6
10178 Berlin

Cost

EUR 7,900 € per participating organization. Non-profits as well as public organizations can apply for a partial scholarship. Full scholarships are granted only in exceptional circumstances.

For questions please contact:

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