

# JEDI TRAINING

Journey to ★Equality ★Diversity and ★Inclusion



## CREDENTIALS

MINODIAIRE GMBH offers services in consulting, coaching, and education for businesses and teams focused on the values of tomorrow: Equality, Sustainability, Diversity and Well-Being.

Alicia Schweiger is certified in Adult Education and has been facilitating classes for senior leaders for over 25 years. Her extensive business expertise adds real-world value to her company's programs.

## ENDORSEMENTS

«Alicia has the wonderful ability to build up the self-confidence in others and always offers a positive spin on critical business challenges. It was a very positive and memorable experience and a real pleasure working with Alicia !!! »  
*Michal Wydrych, CFO Adecco, 2022*

« I had the opportunity to attend Alicia's workshop covering diversity in Tech, that I found really helpful. She addresses interesting areas of diversity, confidence, & sustainability in a refreshing, very relatable, and actionable way. »  
*Bettina Neberman, Serenity Technologies Ltd, 2021*

«I have grown up in fortune 500's surrounded by some great leaders, mentors, and trainers. Alicia's contributions to the group were outstanding. World class in terms of the insights on making meaningful changes to peoples' skill set and mindset to succeed. »  
*Mike Dewey, P&G, 2020*

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📍 Zurich, Switzerland

## ONE-LINER

A Diversity, Equality and Inclusion training program to coach leaders how to optimise diverse teams, eliminate unconscious bias and actively cultivate inclusion.

## OVERVIEW

The business case for diversity is now obvious. Diverse teams make better decisions and yield better performance, across all levels. Additionally, new regulations will now mandate open communication on diversity and equality KPI's.

To be a true reflection of today's society, all Swiss companies need more female, more minority, more LGBTQ and more disabled professionals at senior levels. But this cultural shift to be more inclusive will require some agreed-on best practices, a common language, openness, empathy and practice.

This course facilitates this shift to ensure that all teams are comfortable with new DEI best practices. Your professionals will gain the motivation and the tools needed to transform themselves into advocates for equality.

## TARGET AUDIENCE

Managers at all levels.

Two sessions are gender split to reflect the largest diversity and equality differences in Swiss-based companies.

## TAKE-AWAYS

**Awareness - The Business Case for Diversity** - Participants know the accepted terminology and language, common best practices and habits, and professional trends of DEI. They understand the importance of Inclusion in their workplace and how that contributes to enhanced engagement and better performance.

**How & Why Inequality Happens** - Participants can relate their own identity issues to their professional environment. They understand unconscious bias and can practice recognizing their own stereotypes.

**Professional Tools for Inclusion** - Participants know the behavior needed to better accept and accommodate others' differences. They understand that professionalism takes priority above wokism and they know how to leverage diversity in their teams.

**Practical Application** - Participants have a strong understanding of the effective techniques to enhance inclusion in their workplace. They have developed common goals and language and have practiced these techniques in the real world and in role play scenarios with feedback.

## FORMAT

Interactive format with group work, role-play, and discussions.

- In person only. 12 to 15 participants.
- Duration: 1.5 to 2 days, split into half-day sessions if needed.
- Last half day planned 8-weeks later.
- Language: English

## CONTENT & METHODS

Theory for key learnings based on up-to-date scientific findings organizational research and behavioural psychology.

Group discussions and debates.

Scenario-based role play with video.

Tools and action plans to use in daily work environment.

External resources via handouts, weblinks and book suggestions.

Diploma.