



Diversity Process

Diversity Process Description

Description:

The development towards a more diverse company often means a change in established patterns of thinking and behaviour of managers and employees. We have to proceed very cautiously in order not to frighten important competitors. Because change also means leaving the familiar and learning new things. To do this, people need a safe environment in which to share their fears and needs, and to finally enter a new state of openness and experimentation.

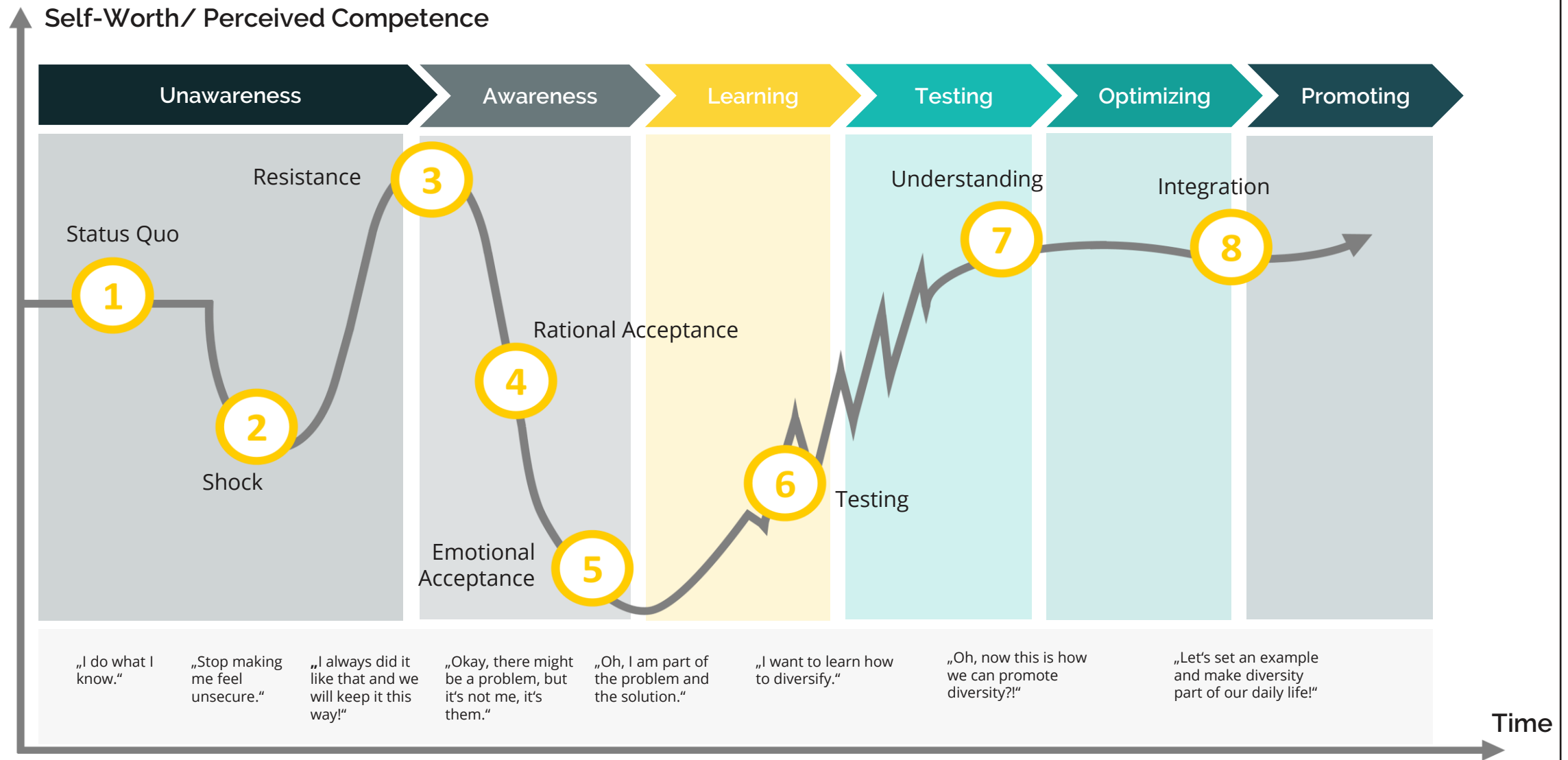
Assistance:

- Understanding change for companies and individuals
- Making the implicit and unspoken visible
- Selection of the right measures for each phase of change

In Practice:

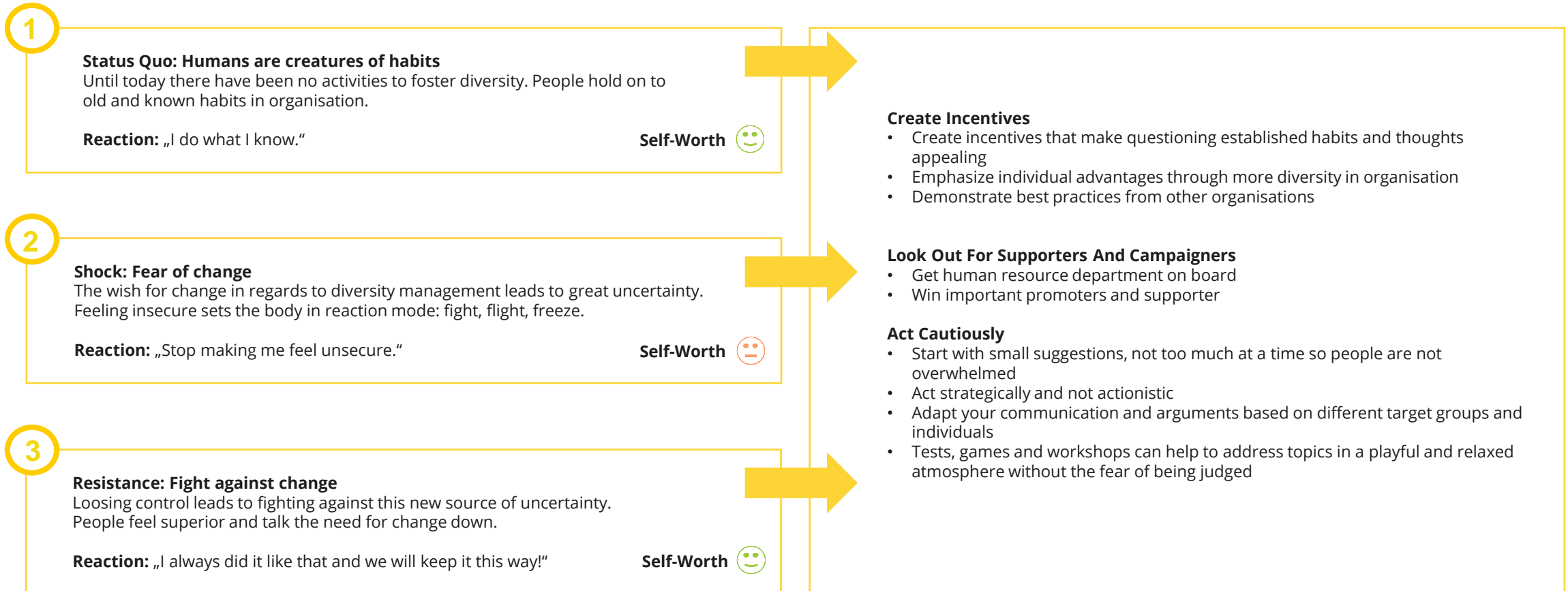
- Reading through for your own orientation
- Self-reflection: Where do I fit in?
- Share with colleagues* and compare with each other: Where do we fit in? Where does the company as a whole stand?
- Use in workshops for the derivation of strategies and measures
- Informing key decision-makers* and colleagues

Diversity Process



How do we experience the change?

How do we organize the change?



How do we experience the change?

How do we organize the change?

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Rational Acceptance: Perception of the situation

The wish for change is rationally understood but there is no conscious questioning of own behaviour.

Reaction: „Okay, there might be a problem, but it's not me, it's them.“

Self-Worth



Get Top-Management On Board

- Secure support of top management
- Include important stakeholder like works council, middle management etc.

Analyse The Situation

- Identify status quo: How diverse are we?
- Conduct diversity readiness checks
- Conduct internal interviews and collect feedback with/from employees

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Emotional Acceptance: Turning point in valley of tears

Internal conflict between old habits and thoughts and the new situation leads to feeling of incompetence but also to the realisation: Change is a chance.

Reaction: „Oh, I am part of the problem and the solution.“

Self-Worth



Ask For Advice

- Get help from external experts like consultants and coaches
- Start networking with other companies who face the same challenges or have already overcome them

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Testing: Excitement through learning

Old habits and thoughts towards diversity will be overwritten with new ones. There is a need for a common diversity vision and testing specific diversity actions begins.

Reaction: „I want to learn how to diversify.“

Self-Worth



- Create organisational frame like project team, pilot project, define responsibilities
- Define diversity dimensions that are relevant for the organisation and prioritize them
- Set up a diversity vision and mission and extract an action plan out of it: What kind of values are important to us/ do we need to foster to become a diverse organisation?
- Involve employees and let them contribute in workshops or trainings

How do we experience the change?

How do we organize the change?

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Understanding: The aha effect

Thanks to constant practice and initial successes, quick wins can be celebrated and connect the diversity initiatives with positive feelings.

Reaction: „Oh, now this is how we can promote diversity?!“

Self-Worth 😊



- Roll out proven actions for entire organisations
- Anker organisational frame in organization chart e.g. diversity management
- Set an example in your daily routine for a diverse organisation
- Share new knowledge, best practices, dos and don'ts with other organisations
- Create constant visibility and awareness for the topic through e.g. diversity blog, duck-up nights or diversity days

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Integration: The new becomes routine

Through reiteration and optimization diversity becomes more and more a daily routine. The new knowledge can be shared with colleagues.

Reaction: „Let's set an example and make diversity part of our daily life!“ **Self-Worth** 😊



- Implement constant feedback loops and possibilities for employees and management e.g. with retrospectives, suggestion boxes, interviews, surveys
- Keep transparent communication of progress and findings to all employees
- Start new projects and include more and more employees


Further Diversity Tools



Diversity Journey

	Führende Verantwortliche	Strategie	Struktur	Team	Implementierung	Zielvereinbarung
Ziele	... (text)	... (text)	... (text)	... (text)	... (text)	... (text)
Definieren	... (text)	... (text)	... (text)	... (text)	... (text)	... (text)
Frage	... (text)	... (text)	... (text)	... (text)	... (text)	... (text)
Definieren	... (text)	... (text)	... (text)	... (text)	... (text)	... (text)
Ausgang	... (text)	... (text)	... (text)	... (text)	... (text)	... (text)

Diversity Journey



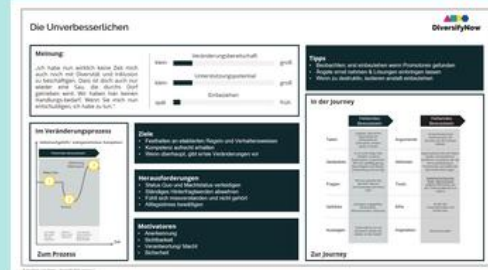
Diversity-Canvas I

Was ist das beste Diversity für unsere Organisation?

Welchen Wert haben wir Diversity bereit? | Checken, was können wir durch mehr Diversity erreichen? | Welchen Wert hat das alles für uns, was davon sind wir bereit zu zahlen?

Schreiben Sie hier auf, was Sie tun wollen? | Schreiben Sie hier auf, was Sie tun können?

Diversity Canvas



Die Unverbessertlichen

Meinung: ... (text) ...

Die Veränderungsgeschichte: ... (text) ...

Die Journey: ... (text) ...

Diversity Personas

Contact



 [Julia Steger](#)

**Systemic Consultant & Coach
Project Manager**

Agile Management, Servant
Leadership, Systemic Coaching,
Strategy Development, Change
Management, Culture Development



 [Kai Richard König](#)

**Software Engineering Manager
Founder**

Software Development, Business
Development, Strategy Development,
Agile Management, Project Manager,
Leadership, Product Owner

Do you have questions or suggestions for improvement?
Please feel free to write to us, we look forward to your feedback:

<https://en.diversify-now.de/kontakt>