



Dr. Claudia Neusüß is a consultant for strategy and qualification processes in organizations. She is a coach for professionals and executives in organizational or personal change and learning processes. Her working priority is on gender mainstreaming, women-empowerment and diversity, focussing on questions of EU-Enlargement. She works in the field of social entrepreneurship, adult vocational training and learning. As executive board member of the German Heinrich Böll Foundation



she was responsible for creating a conceptual design of the approach "Gender Democracy and Intercultural Management as a Collective Undertaking".

Christian Raschke is a trained coach and consultant for organizational development. He qualifies experts and executives in the field of quality management and consults political executives in the field of gender mainstreaming. Christian Raschke was a member of the ministerial working-group "Women in leading positions" in preparation of the World-Women-Conference in Beijing 1993-1995. Since 2001 he realises train-the-trainer-programs e.g. for German Telekom, for a government of a federal state in Germany and together with



Claudia Neusüß for the Family Planning Association Bratislava, Slovakia. Since 2005 he has been a chair member of the German professional association "Gender and Diversity - association for gender-competent consulting and education".

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Please, contact us.

We will send you detailed information about our training program and answer your questions concerning our in-house offers.

Gender Diversity Trainings
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How to become a change-agent for gender diversity

Train-the-Trainer
In-House-Training
**Gender Mainstreaming
Diversity Management**

You work with an university, a trade Union, a ministry, an administration, a network for democracy, public media or a company. You are engaged there for e-quality in an organization full of diversity. You are a local or a global player for gender democracy. You have the ambitions to become a change agent for gender diversity.

More and more organizations and institutions in Europe and world wide are facing tremendous changes of their working conditions and environment. Many of them are facing these challenges with the strategy of gender mainstreaming and diversity management.

- Sometimes they do so, simply due to their image and legislation.
- Sometimes because they are convinced to do the right thing.
- Some of them expect positive impact for the work-life-balance, motivation and performance of their employees.
- Some of them because of economic benefits like reduction of costs.
- Some because they want to improve their customer relations.

There are plenty ways of doing it.

Within the framework of our **In-house-Training** you support the change by building up gender diversity competence.

The training is based on a precise contract, its regular evaluation and it is supported by consultancy.

A first step could be a gender diversity analysis of your organization. Based on your goals we develop a well adopted in-house-training with elements of consultancy.

Five Moduls:

I Basics

Approaches, History, Agreements

- development of gender mainstreaming and managing diversity
- challenges and criteria for success
- specification of learning profiles and contracting of goals

II Gender Mainstreaming Strategies and Methods

- participation in a gender training with didactic reflection
- gender analysis, gender budgeting, gender dialogues etc.
- development of own projects and coaching

III Diversity Management Strategies and Methods

- elements of diversity trainings with didactic reflection
- inter-cultural exercises/raising awareness for diversities
- dimensions of diversity in own projects and coaching

IV Gender Diversity

Difficulties and Best Practice

- gender diversity in processes of change
- innovation and quality management
- challenges in own projects (e.g. dealing with conflicts) and coaching

V Presentation and Outlook

- final presentation of participant's project
- conclusions for sustainable change
- evaluation and future perspectives



TOOLS
METHODS
SKILLS

Goals

Within the framework of our **Train-the-Trainer**-program participants will achieve the qualification as a gender and diversity trainer, consultant and change agent. You will be enabled to implement gender and diversity trainings.

Didactic approach

Self-reflection and cognitive knowledge are the two sides of gender diversity competence. It is developed in a learning by doing process in the projects of the participants (e.g. dealing with actual working tasks, consultancy or training projects, political issues).

The training program is based on experiences in organizational and social change linked with gender and feminist theory and inter-cultural and organizational research. Methods of training and organizational change are presented, applied and evaluated in regular reflections.

Co-teaching of both, a female and male trainer, supports the change of perspectives, the possibility to work in two instructed groups and allows close consultancy during coaching phases.

Participants

Prior knowledge in the field of gender diversity, women's, men's and gender studies, cross-cultural work, consulting and training are desirable. The program is designed for at least 10 and up to 20 participants. Variety regarding sex, age, cultural background is an advantage.

Certificate

A successful completion of 9 (basic) to 15 days (advanced) vocational training requires the attendance of 2/3. For a certification a final working paper is needed (composed of the presentation of the participant's project).