



University of St.Gallen

Research Institute for
International Management



Seminar Successful through Diversity & Inclusion 2024

Competence Centre for Diversity & Inclusion

The Competence Centre for Diversity and Inclusion (CCDI) at the Research Institute for International Management at the University of St.Gallen is one of Switzerland's leading research institutes in the Diversity & Inclusion (D&I) field. Our work is evidence-based and focuses on practice-oriented research such as diversity benchmarking, salary analysis, and analysis of HR processes and organisational culture. In addition, we offer consulting services as well as various training courses. The CCDI conducts cutting-edge research on various topics, including diversity, equity, inclusion and exclusion, work-life balance, and many more.

Therefore, the CCDI works closely with Swiss and international companies, universities and the public sector to promote D&I within these organisations.

Become part of the D&I community!

Welcome.

Our Labels





Why Diversity, Equity and Inclusion?

Successfully managing Diversity, Equity, and Inclusion (DEI) in a company is increasingly becoming a priority for leaders as ESG goals have reached the boardroom.

Companies have recognised the importance of hiring and retaining a diverse workforce to remain competitive in a changing marketplace. This means eliminating discrimination in the workplace and fostering a culture of inclusion where employees can maximise their performance and unleash their potential without encountering bias based on gender, age, or ethnicity.

DEI also means treating all employees fairly and ensuring that their diverse needs are met so that they can be successful. In times of increasing labour shortages, effective DEI management is a leadership task that encompasses all management tasks, including the customer perspective.

For this reason, the CCDI has put together a comprehensive program for all those interested in the topic, in which we provide you with a broad overview of various DEI focal points. Whether you are new to the DEI field or have already gained experience, you will learn about trends, best practices, and challenges that still need to be addressed. Thanks to an inclusive corporate culture, you can lead your company successfully into the future.

The seminar at a glance

Programme description

Our online programme, "Successful through Diversity & Inclusion", comprehensively overviews the most important topics related to diversity, equity, and inclusion in six weeks. As a participant, you will receive ideas, for example, for new and further development of strategies, as well as practical tools for implementing adequate measures in your organisation. Along with theoretical principles, the course covers applicable content and showcases best-practice examples.

After completing the course (or during the course), there will be an opportunity to have two coaching or consulting sessions with our experts. During these sessions, individual topics can be discussed in more depth, or support can be provided for the development/fine-tuning of the right strategy for your company.

The programme is rounded off by participation in the St.Gallen Diversity & Inclusion Week. By participating, you will be up-to-date and have the opportunity to exchange and network with your course colleagues and other HR/DEI experts.

The programme will be held in German in spring and in English in autumn.

Structure

The online course consists of 6 modules of two hours each. The inputs will occur in the evenings starting at 18.00 to 18.30 respectively. All modules are recorded. If you are unable to attend a module, you can watch the recording later. (The recordings are available for one year after the end of the course).

The course structure is as follows:

Programme 2024							Follow Up Update	
Kickoff & Module 1	Module 2	Module 3	St. Galler D&I Week	Module 4	Module 5	Module 6	Individual coaching or counselling session I	Individual coaching or counselling session II
Why DEI: Benefits, facts, concepts	Intersectionality with special focus on LGBTQI+ & Race and Ethnicity	DEI Topics: - Age / Generations and Equal Wages		DEI Strategy and objectives	Inclusive Leadership, Inclusive Culture and Unconscious Bias	Ensuring a sustainable implementation		
Prof. Dr. Gudrun Sander	Dr. Nora Keller Christian Pierce	Theresa Goop Dr. Ines Hartmann		Dr. Ines Hartmann Nicole Niedermann	Dr. Nora Keller Christian Pierce	Nicole Niedermann Prof. Dr. Gudrun Sander		
Tue. 27 August 18:00 - 20:30	Tue. 3 September 18:30 - 20:30	Tue. 10 September 18:30 - 20:30	16. - 20 September 2024	Tue. 24 September 18:30 - 20:30	Tue. 1 October 18:30 - 20:30	Tue. 8 October 18:30 - 20:30	Within six months of completing the course	

Subject to changes

I. Modules

Module 1: Why DEI: Benefits, Facts, Concepts

Prof. Dr. Gudrun Sander

Tuesday, 27 August 2024 | 6:00 - 8:30 pm.

- WHY: What is the meaning/benefit of DEI?
- WHAT: What are the priorities/challenges in Switzerland and internationally?
- HOW: What approaches are there to implement DEI?

Module 2: Intersectionality with a special focus on LGBTQI+ and Race and Ethnicity

Dr. Nora Keller, Christian Pierce

Tuesday, 3 September 2024 | 6:30 - 8:30 pm.

- How can your organisation embrace all facets of your employees' Identity
- Can your LGBTQI+ employees indeed be themselves at work?
- Is your organisation actively anti-racist?

Module 3: DEI Topics: Age/Generations and Equal Pay

Theresa Goop, Dr. Ines Hartmann

Tuesday, 10 September 2024 | 6:30 - 8:30 pm.

- How do you use the potential of all generations?
- How do you track down wage discrimination?

Module 4: DEI Strategy and Goals

Dr. Ines Hartmann, Nicole Niedermann

Tuesday, 24 September 2024 | 6:30 - 8:30 pm.

- Where do we set strategic priorities? What do we want to achieve?
- Which goals are realistic, and in what time frame can they be achieved?
- Which analyses and KPIs are helpful?

Module 5: Inclusive Leadership, Inclusive Culture, and Unconscious Bias

Dr. Nora Keller, Christian Pierce

Tuesday, 1 October 2024 | 6:30 - 8:30 pm.

- What are Unconscious Biases, and how do they emerge?
- How can leaders be inclusive and create a workplace where everyone is happy to contribute their talents?
- What should leaders of diverse teams pay special attention to?

Module 6: Ensuring a sustainable implementation

Prof. Dr. Gudrun Sander, Nicole Niedermann

Tuesday, 8 October 2024 | 6:30 - 8:30 pm.

- How do you concretely design your D&I Journey?
- What best practices can you draw inspiration from?
- How do you build your network?

2. Individual Coaching

Participants are entitled to two online coaching/counselling sessions (30 min. each) as part of the course to deepen the topics covered or answer further questions.

You are free to choose the lecturer for both sessions or complete both sessions with the same lecturer. The sessions have to take place within six months after the last course module.



3. St.Galler Diversity & Inclusion Week

The seminar also includes free St.Gallen Diversity & Inclusion Week participation. Participants learn about best practice examples and current research findings at this conference. Not only will you be able to meet the seminar lecturers on-site, but you will also have the opportunity to network with your course colleagues and other DEI experts and HR managers.

More information on the conference: <https://inclusion-tagung.ch/en/home/>



"Networking and the exchange of knowledge and ideas!"

"Comprehensibility, i.e. clear presentation of the situations, many practical tips - also great that time was taken towards the end for the numerous and very good questions."



Photos of the 7th St.Gallen Diversity & Inclusion Week (2023).



Time, Location and Investment

Dates	27.8, 3.9, 10.9, 24.9, 1.10 and 8.10 2024
Duration	Six modules of two hours each
Number of ECTS	0
Target Group	Owner / Founder Company Management Senior Manager Division Manager Specialist High Potential
Programme type	Seminar
Degree	Certificate of attendance
Location	Online
Individual modules can be booked	No
Flexible entry possible	No
Investment	2'900.- CHF
Seminar language	English

Course material

Participants receive digital access to a learning platform (Rise) tailored for this course. There you will find videos, articles, a bibliography and presentations by the lecturers for each module to prepare and deepen your knowledge of the desired topic.

Faculty



Prof. Dr. Gudrun Sander



Gudrun Sander is a Professor of Business Administration with a particular focus on Diversity Management. She co-leads the Competence Centre for Diversity & Inclusion (CCDI) and the Research Institute for International Management (FIM- HSG).

With her team, she supports companies, NPOs and public administrations in effectively implementing D&I strategies. She is a member of the Women's Empowerment Principles Leadership Group (WEPEs LG), UN Women and UN Global Compact, and the Principles for Responsible Management Education (PRME) Working Group on Gender Equality. Gudrun Sander is also the author of numerous articles and books on the subject.



Dr. Ines Hartmann



Ines Hartmann leads the Competence Centre for Diversity & Inclusion with Gudrun Sander. As a project manager at the CCDI, she is responsible for the St.Gallen Diversity Benchmarking. She also leads company-specific projects on inclusive leadership and Diversity & Inclusion.

At the University of St.Gallen, Ines teaches the courses Unconscious Bias and Inclusive Leadership in the Master's programme and in the CAS in General Management at the Executive School. She also gives lectures at other universities and schools on D&I and strategic management. Besides her academic endeavours, Ines has authored numerous articles / studies on Diversity Management and Organizational Culture.



Theresa Goop



Theresa Goop heads the Wage Centre at the CCDI and is a management team member. She advises companies on the process and methodology of pay equity analysis. Theresa supports companies on their way to a non-discriminatory pay, based on objective findings from HR data.

As part of the Executive MBA at the University of St.Gallen, she led a case study on "Fair Compensation" to promote data literacy among managers. As a doctoral candidate at the Research Foundation for National Economics, she investigates macroeconomic mechanisms in the labour market that explain, for example, gender segregation.



Dr. Nora Keller



Nora Keller is a senior project manager and postdoctoral researcher at the CCDI. She is mainly responsible for qualitative research methods and projects. Nora Keller received her PhD in Political Science from Columbia University.

Nora Keller has taught courses on inclusive leadership and family policy at the University of St. Gallen. At the Executive School, she has given workshops on DE&I in the workplace. At Columbia University, she also taught an introductory course on international relations and the conceptual foundations of global politics.



Nicole Niedermann



Nicole Niedermann is a member of the CCDI Management Team. She is co-leader of the annual St.Gallen Diversity Benchmarking Study and is responsible for client-specific D&I projects. She holds a Master's in Industrial and Organisational Psychology and Business Administration from the University of Fribourg. She has been working in the field of Diversity & Inclusion for more than ten years, of which she was responsible for the topic in a global function for several years. Today she advises and accompanies organisations, publishes, and gives workshops and has in-depth experience in D&I strategy development and analysis, gender and generational diversity, dealing with unconscious bias, inclusive leadership and the design of inclusive HR processes.



Christian Pierce



Christian Pierce is a project manager at the CCDI. He studied economics and holds a Master's in Business from the Graduate School of Business of the Federal University of Rio de Janeiro. Christian is an assistant lecturer for International Diversity Management and teaches the course Increasing Racial and Ethnic Equity in Switzerland at the HSG. Christian has also advised some of the world's leading banks, corporations, and technology companies on D&I, specialising in diversity equality and reverse mentoring programmes. He is pursuing a PhD in organisational studies and cultural theory, focusing on anti-racism in multinational companies.

Contact



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