



EUROBOGEN

Training & Consulting

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Diversity Management

Assessment – Accompaniment & Transformation – Evaluation

In many ways, the world has become a global village. Companies and institutions are displaying an increasing abundance of diversity in micro-environments. By and large, a diverse workforce has brought wealth, depth and advancement to organisations, yet there is still a need to guide and implement this societal evolution through **well-managed programmes**.

Diversity is a socio-economic driver that, when well channelled, contributes to higher levels of well-being among staff and stakeholders, and consequentially to better business results. At the onset, it concerns the harmonisation between sub-groups within the boundaries of an organisation. These sub-groups are identified along variables such as gender, age, religion, racial-ethnic origin, language, socio-economic background, (dis-)ability, and more...

If ignored or mismanaged, social confrontations along these dimensions may reinforce inappropriate biases and behaviours, spark misunderstandings and seriously hamper harmony at the workplace. If consciously handled and leveraged, on the other hand, diversity can become a rich social resource from which the organisation will draw superior complementarity, innovation and remarkable outcomes.

Usually initiated by a Human Resource Unit, diversity should also become everyone's business. Each employee is concerned. All levels of management are responsible for seeing to the application of **Diversity Policies**. These, often pegged to Core Competency Frameworks, guide organisational processes, business events and communications to invest in "otherness" rather than ignore, avoid or minimize it.

At **EuroBogen**, our consultants themselves compose an intercultural, multi-racial and multi-generational team. We are experts in international organisational processes of change and transformation, competency-based development through the **project life-cycle of assessment-design-facilitation-evaluation**.

We believe that all enterprises are bound to embrace theories and practices of inclusion: they must respond to the moral, legal and business imperatives surrounding diversity. An **Inclusive Workplace** does not stop at company sites either, it radiates through the neighbouring communities and the many collaborations across geographical and cultural boundaries.

We support Human Resources, Business Units, Management Lines and Lateral Businesses (joint-ventures, sub-contractors, acquisitions) in finding the appropriate **Diversity Fit** for their industry and their workforce, in line with the legal requirements and their overall strategy.

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