

DATA & ANALYSIS

Implementing Diversity successfully with Intelligence & Insight

WELCOME TO OUR RESEARCH PORTFOLIO

Data and insights about your company and business environment provide an essential base for your Diversity work: to complete your business case, as strategy foundation and for monitoring purposes. But it is not always easy to obtain the right information and to adequately process and interpret the data. Our long-standing experience, our networks and our intimate knowledge of the market will prove to be valuable resources for you.

Please select the areas you would like to know more about:

- Diversity Surveys
- Society or Market Data
- Theme or Trend Reports
- Analysis of Corporate Culture
- Best Practices & Benchmarking
- Process Auditing

On the following pages, this field will show each of the relevant projects or related references from our work.

Would you like a comprehensive Diversity consultation? Please visit the website www.michael-stuber.biz and get to know more about the expertise of Michael Stuber.

Note for the printed version: All content has been developed and designed for the purpose of being presented on the Internet. This may cause some texts to appear fragmented when read off-line. Please refer to our website on the Internet at: www.diversity-consulting.eu

1. DIVERSITY SURVEYS

Practice Surveys on Diversity and Work/Life

On a regular basis, we conduct surveys on corporate Diversity practices. Get to know which activities international companies are putting into action and receive empirical data on implementation strategies for Diversity and Work/Life. Please select from the surveys below:

- 2006: Work/Life Practice Survey (WLPS)
- 2004: Second European Diversity Survey (EDS2)

2. SOCIETY OR MARKET DATA

Get to know your environment more closely – You will recognize the urgency for Diversity

One main business value of Diversity lies in the anticipation of societal and economical changes – and leveraging these. Many current and future trends require an active consideration of Diversity which companies can not afford to ignore. Through systematic research, we compile relevant facts and figures on each of the sub-themes of Diversity, or according to your specific criteria in order to complete your business case and provide a base for your Diversity plans. Our research is based on internal as well as external sources.

Make use of our expertise and send us your inquiry at: team@diversity-consulting.eu

“The expertise of European Diversity Research & Consulting led to the creation of valuable products, with which our employees can be informed about Diversity and learn of successful implementation examples.” UBS Group Diversity, Director of Research (August 2007)

3. THEME AND TREND REPORTS

Acquire and share professional knowledge – Using current information and examples for inspiration

Do you need an overview on the current status of a certain subject? Our Diversity archives contain plenty of sources we can use to compile theme or trend reports. For our thematic research, we evaluate information collected over many years in order to provide a full picture and overview of the development. Theme reports may cover areas such as demographic change, gender equality, ethnic and cultural diversity, disability, religion, sexual orientation, work/life or other issues. For our trend reports, we also utilize our well-established contacts with public or private institutions, associations and research institutes. Trend dossiers may cover subjects like innovation, recruitment, branding, globalisation, change management or many others. The structure and focus of every report will be tailored to your needs. Make use of our expertise and get further information by sending us your inquiry at: team@diversity-consulting.eu

European Diversity Research & Consulting compiled a comprehensive thematic report on several Diversity factors for a renowned financial service provider. The content consisted of results from surveys, question & answers, best practices and an overview of key stakeholders. We have also composed trend reports and dossiers on issues including disability, external Diversity communication and women in management.

4. ANALYSIS OF CORPORATE CULTURE

Focus group interviews, employee surveys or stakeholder questionnaires – your on-site inventory

How does your workforce perceive your existing corporate culture? Does your organisation neglect some potential, which could be unleashed? In short: How does your company score on Inclusion? Whether quantitative or qualitative, as part of your employee survey or as a stand-alone 'Cultural Audit', our analyses ask the right questions and deliver insight and recommendations – beyond standard explanations and universal solutions. Make use of our expertise and get further information by sending us your inquiry at: team@diversity-consulting.eu

European Diversity Research & Consulting carried out a secondary analysis of an employee questionnaire covering diversity aspects. Furthermore, we led a company-wide focus group research project, interviewed executives and carried out on-line surveys for different international clients.

5. BEST PRACTICES & BENCHMARKING

Overview and insights into the practical experience – count on success and belong to the best

Especially when breaking new ground, standard solutions rarely work. However, experiences of others can serve as valuable input. Our corporate practice archive, which has been built up for more than ten years, contains a large collection of successful corporate practices. We offer cutting-edge cases from national and international companies, so you can learn from these experiences. Furthermore, we offer systematic comparisons of processes and programmes within the field of Diversity in order for you to identify strengths and weaknesses. Make use of our expertise and contact us for further information by sending us your inquiry at: team@diversity-consulting.eu

For a global company, European Diversity Research & Consulting conducted a Europe-wide benchmarking which comprised of 12 thematic areas and 38 individual measurement items. Best practice examples as well as innovative approaches were described in every area.

6. PROCESS AUDITING

Seeing routines and processes in a different light – systematically promoting Diversity and Inclusion

HR processes deliver the best results if they are purely meritocratic, i. e. solely based on performance and potential. The growing diversity in the workplace requires an auditing of existing personnel processes, which were mostly designed in a different era. Are your HR processes unbiased in regards every dimension of diversity? Are some employees systematically more or less successful, and why? We offer an in-depth audit of all relevant processes including suggestions for improvement. With our expertise, we analyse your process descriptions and we monitor process applications and results. Make use of our expertise and contact us for further information by sending us your inquiry at: team@diversity-consulting.eu

European Diversity Research & Consulting conducted a Europe-wide anti-discrimination audit which helped recognize weak points in the processing of applications and developed options to create meritocratic HR processes.