



**D&I  
SWAP**

by Diversity Hub

# 1ST EDITION OF DIVERSITY SWAP by Diversity Hub

## PROPOSED TOPICS GIVE ONE – GET ONE

6TH OF JUNE 2019, KRAKOW





**Nazwa firmy/Company name: UBS**

**Temat/Topic: Working in international teams – where to start from?**

Prezenter/ Presenter's name: Anna Muszynska

Have you seen the latest season of the House of Cards?

Oh sure, I keep following Underwood's actions!

Starting the work in an international team seems so easy and inspiring at first. We do find a number of common topics and differences are funny and interesting to all of us.

What should we then do to keep such an approach for longer ?

What obstacles in the work of international teams should we be aware of?

If you are interested in getting to know how to create effective international teams, please join this workshop!

Długość trwania/Duration: 1.5 hour

Ilość uczestników/Number of participants: 20

Język/Language: English

Ustawienia sali/Room requirements: tables of 4 put around the room, with open space inside





**Nazwa firmy/Company name: UBS**

**Temat/Topic: Understanding Disability – interactive session**

Prezenter/ Presenter's name: Monika Jankowska-Rangelov & Marcin Kosidlowski

During the session get more understanding on types of disability and their impact on a workplace / functioning in the team. Get some hints & tips how to talk about disability with a candidate or the employee (Emphatic communication). Get more info on benefits / rights of people with disability according to a Polish Labour Law and your obligations as an employer. You will also get a chance to get some inspiration how your team / business can benefit from a diverse workforce and see the real value of hiring employees with disabilities.

Długość trwania/Duration: 2 hour

Ilość uczestników/Number of participants: limited to room capacity / remote access options (virtual option)

Język/Language: English

Ustawienia sali/Room requirements: no specific setup needed





**Nazwa firmy/Company name: IG**

**Temat/Topic: How to embrace diversity in the team – Points of You workshop**

Prezenter/ Presenter's name: Agnieszka Noworol

Points of You is a unique coaching technique which supports interaction between the right side of brain responsible for intuitive and emotional thinking and left side which allows logical and analytical thinking. This occurs when we look at a photograph and a word at the same time. The photo stimulates our right, creative side while a word stimulates analytical side of the brain. The simultaneous stimulation of the two brain hemispheres creates a struggle between the emotional and the rational, momentarily “shorting out” the vigilant defence mechanisms of our mind. This “deliberate confusion” gives the mind a short respite from our preconceived ideas on how things “should” or “ought” to be, and allows our mind to open up to new places inside ourselves, shifting our point of view.

Very often change starts when we are open and ready to look at things from different perspective. Taking part in Points of You workshop allows us to see other points of view, break the pattern and discover solutions we would never take into account with regular coaching.

Time: 1,5 hours – 2 max

Language: English

Number of people: Max group of 10

Settings for the room – ideally a space where we can sit in a circle and have some space in the middle on the floor.



**Nazwa firmy/Company name: Symphony Solutions**

**Temat/Topic: Empower gender diversity with Agile mindset**

Prezenter/ Presenter's name: Ivanna Goriachko

I am Scrum Master and QA Lead at Symphony Solutions and has been working here for more than 5 years. I can call myself Agilist in every part of my life. Also, I manage to be a Stretching/Yoga instructor and a Fitness coach at the same time. I truly believe that ladies can achieve anything we are dream of and Agile mindset is one of the keys.

I will speak on how to become a Scrum Master and how do not to afraid of failures, but get up and move forward, how to use agility in your daily life and make it your strength, how to combine IT work, sport activities, travelling, and being happy and charming at the same time. I'll honestly share my own story with you, and I do hope you'll gain something meaningful from my experience.

Długość trwania/Duration: 45 mins

Język/Language: English

Ustawienia sali/Room requirements: projector and remote control



**Nazwa firmy/Company name: Walstead CE**

**Temat/Topic: Rozwój dla każdego / Development for everyone**

Prezenter/ Presenter's name: Piotr Dziewulski

Do naszej firmy trafiają osoby o bardzo różnym poziomie wykształcenia i doświadczenia. Zatrudniamy osoby, które pracowały jak dotąd wyłącznie na podstawowych stanowiskach produkcyjnych. Do nich (a także wszystkich innych osób) kierujemy ofertę rozwoju w Walstead wspieraną przez przyjazną aplikację. Dzięki niej każdy pracownik może skonfrontować swoje marzenia i możliwości z wymaganiami we wszystkich obszarach firmy i zaplanować indywidualną ścieżkę rozwoju. Program pozwolił m.in. pracownikowi intrologatorni przebranżowić się w programistę IT, który obecnie prowadzi zajęcia na jednej z krakowskich uczelni.

Our company hires people with different levels of experience and education, including individuals with basic knowledge and poor history of employment. To them (and everyone else) we offer development program supported by very user friendly app. Thanks to it each employee can compare them dreams and possibilities with expectations in all areas of company.

Długość trwania/Duration: 1h

Ilość uczestników/Number of participants: 5-500 😊

Język/Language: polski/polish

Ustawienia sali/Room requirements: depending on the number of participants





**Nazwa firmy/Company name: ABB**

**Temat/Topic: Transgender in the workplace**

Prezenter/ Presenter's name: Daria Zarebska

I'd like to tell you about the challenges and joys of coming out at work. I will share my experience of opening up as a transgender person after 8 years of working at the company.

- What it meant to be closeted and how it impacted me over the years
- How hard it was to come out and how I found the courage to finally do it
- How my colleagues responded and why coming out is not a one-off situation
- What changed in my daily life and work experience
- What challenges still lie ahead once you start a gender transition
- How companies can support employees, who don't fit the gender binary

It's a session about leaving the comfort zone and trying to remain part of society, while simply seeking the happiness in life.

Duration: 60 minutes

Language: According to attendance (English/Polish)





GlobalLogic®

**Nazwa firmy/Company name: Global Logic**

**Temat/Topic: Unique SWAPS in expertise.**

Prezenter/ Presenter's name: : Patrycja Bajorska, Sebastian Slizewski

Patrycja Bajorska - IT Project Manager, previously consultant with focus on finance and European funds.  
Sebastian Slizewski - Senior Test Engineer, previously - chef.

We may have same tasks but we differ among each other in how we complete them. Difference in expertise is one of the key challenges on daily basis in teams, or we should call them opportunities!? During 1-hour presentation you will experience how Patrycja - Project Manager and Sebastian - Senior Tester, went through such diversity while changing their expertise. Presenters will not only answer the question what they faced during the SWAP to new professional path, but also raise the awareness on why it is important to have diverse expertise in the Team, and help you to answer the question if you could make such SWAP to IT, as they did.

Are you ready to answer the question if you could make such SWAP? Join the presentation!

Długość trwania/Duration: 1h

Język/Language: English





**Nazwa firmy/Company name: Shell Business Operations Kraków**  
**Temat/Topic: Unconscious Bias**

Prezenter/ Presenter's name: : Agi Koosz, Rumbie Shumba

The session on Unconscious or „hidden” bias looks at how sometimes people make choices that discriminate against one group and favour another without realising it. Perhaps even more strikingly, often this happens despite our conscious belief that decision are taken in unbiased manner. If unrecognised and unaddressed, unconscious bias can hinder innovation, productivity and employee engagement.

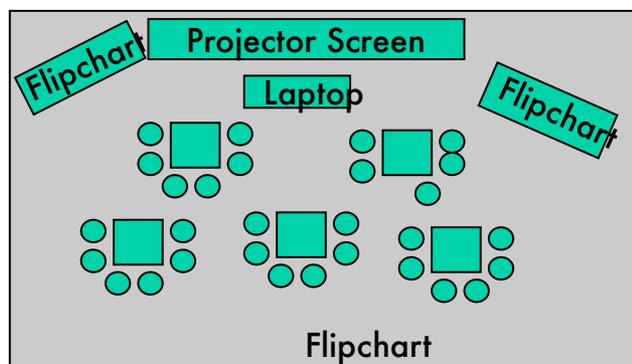
During the workshop you will be invited to experience your own Unconscious Bias and look more at why this is. You will look at the different types of Unconscious Bias and understand how mitigate your Unconscious Bias. You will be invited to discuss Unconscious Bias Scenarios that will help you understand how these can show up in the workplace. Finally learners will review „actions I can take” in their Learning Passport.

Długość trwania/Duration: 90 minutes

Ilość uczestników/Number of participants: 25

Język/Language: English

Ustawienia sali/Room requirements: →





**Nazwa firmy/Company name: Luxoft**

**Temat/Topic: Navigating cross-cultural environment.**

Prezenter/ Presenter's name: : Iga Machalewska

Communicating with one another is one of the most important aspects of human life. So what happens when both sides use very different rules of communication? How do we understand and why do we misunderstand others? Does culture affect the way we answer the questions:

- Is it OK to ask my manager for help in sorting out my personal problems?
- Am I still on time if I come to meeting 5 minutes late?
- Am I more efficient when I work in a team or individually?
- When I say "I only have few minor comments..." do I mean a) please rewrite completely or rather b) I found some typos?

People of different cultural origin bring into their teams diverse values that influence their organizations. These differences may lie in attitudes towards work, relations or time.

Workshop will focus on the cultural aspects of everyday interactions in business environment – what are the different cultural dimensions, how to be more effective in cross-cultural communication, how to make good first impression.

During the workshop, you will:

- Have a chance to learn how our cultural lenses influence the way we communicate with others;
- Get to know some tips for dealing with challenges of working across the borders.

Długość trwania/Duration: 2h

Ilość uczestników/Number of participants:16

Język/Language:English

Ustawienia sali/Room requirements: chairs set in U shape, projector, flipchart.





**Nazwa firmy/Company name: Ericsson**

**Temat/Topic: Synergia różnorodności**

Prezenter/ Presenter's name: : Magdalena Woźniak

Celem warsztatu jest przedstawienie sposobów na budowanie efektu synergii opartej na różnorodności członków zespołu. Prezentacja oparta jest na przykładzie rzeczywistego procesu coachingu zespołowego, którego efektem było zwiększenie dojrzałości zespołu poprzez stworzenie przestrzeni dla różnorodności.

Podczas warsztatu uczestnicy dowiedzą się:

- jak w oparciu o metodę Insights Discovery oraz model 5 dysfunkcji zespołowych budować zespół, w którym indywidualne style funkcjonowania poszczególnych osób są akceptowane i efektywnie wykorzystywane.
- jaką rolę w procesie budowania otwartości pełni lider zespołu
- jak akceptacja różnic indywidualnych wpływa na poszczególnych członków zespołu

Długość trwania/Duration: 2h

Ilość uczestników/Number of participants: max 15

Język/Language: polski

Dodatkowe informacje/Additional information: przede wszystkim liderzy zespołów





**BROWN**   
**BROTHERS**  
**HARRIMAN**

**Nazwa firmy/Company name: BBH**

**Temat/Topic: Cultural Sensitivity – building bridges,  
not stereotypes**

Prezenter/ Presenter's name: : Katarzyna Domagala

As human beings we are built of various, different identities. We are influenced by the society, culture, religion, history and multiple other factors. We look at other people using our own personal lenses. How do we make it work? How do we use our lenses to understand each other and the world around us?

How do we learn to understand other cultures without stereotyping?

The aim of the workshop is to show different cultural dimensions and how they influence our behaviors in our daily work life. During first part of the workshop participants will be discussing how one's beliefs, culture and values can be visible in our day-today life.

After that, they will get to know theories about various cultural dimensions and will have a chance to experience cross-cultural misunderstandings using case-study method.

The aim of the training will not only be getting to know cultural differences but also coming up with ideas how to use them to our advantage. Participants will learn how to work and cooperate with people from other cultures and to avoid miscommunications.

Długość trwania/Duration: 2h

Ilość uczestników/Number of participants: Max 20 ppl

Język/Language: English or Polish

Ustawienia sali/Room requirements: chairs set in a circle;  
computer and a projector, flipcharts, post-its, markers





**Nazwa firmy/Company name: Alexander Mann Solutions**

**Temat/Topic: Mental Health facts and myths.**

**How to talk about Mental Health in business environment?**

Prezenter/ Presenter's name: : Agata Korczak

Brief workshop to educate employees about the importance of mental health in business.

We will start with mental health quiz to debunk some common myths. It will be followed by a number of Practical advice on how to talk about mental health in a business environment.

Długość trwania/Duration: 90min

Ilość uczestników/Number of participants: 15-45

Język/Language: English or Polish

Ustawienia sali/Room requirements: projector

Dodatkowe informacje/Additional information: recommended for people managers but anyone can join.





## Kontakt:

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Swap your experience, experience SWAP

