

Training and speech list Cosima Kienzle

Title	Target group	Speech	Training	Webinar	Language	Description
How does "Female Recruiting" actually work?	HR decision-maker: employees from personnel department and manager	✓		✓	German (ge)/ English (en)	Homogeneous teams do not solve complex tasks. How can you reach different groups of candidates? We show you how to develop your group-specific recruiting strategy as well as overcoming firm thinking patterns. We also discuss best practices, how to set up mixed teams.
Unconscious Bias: Tracking unconscious assumptions	Women and men, manager and manager teams	✓	✓	✓	ge/en	Unconscious assumptions and prejudices determine our actions and decisions. Our brains often react automatically, which negatively affects diversity and causes that potentials might not be exploit. How do we uncover our assumptions? Let us review and expose your patterns of decision-making together. You get tools and methods to face the Unconscious Bias.
Recruiting for seemingly unoccupied vacancies (Do you need a recruiter? – Tips for your recruiting strategy)	HR decision-maker: employees from personnel department and manager	✓		✓	ge/en	Did you know that an unfilled position costs a company about €1,000 a day? More and more employers are therefore taking active ways to recruit new staff. What questions do you need to ask yourself to develop the right recruiting strategy for your business? In which cases is it worthwhile to authorize a personnel consultant and when is it better to focus on your own recruiting methods?
Webinars: How you successfully perform online-events	Women and men	✓		✓	ge/en	Webinars are an effective and efficient way for communicating content, guiding exercises, enabling reflections, and much more. What methodological, didactic and technical features need to be considered? How do you bond participants and get their attention over a longer period? An introduction

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						for a successful preparation and implementation of your online seminar.
The future of the labour market: Mixed leadership and attractive corporate culture	HR decision-maker: employees from personnel department and Manager	✓		✓	ge	For homogenous decision-making teams it is almost impossible to solve complex working tasks. To facilitate the potential of employees and managers, conscious decisions are necessary to guarantee an open-minded and diverse working culture. Many examples and methods are available, which show you the right way how it can be managed.
How to get headhunted	For everyone, who wants to reorient him-/herself	✓		✓	ge/en	We offer personal support by defining your expectations and motives. Additionally, we give advice, how you can be identified by personnel consultants and be addressed for the "right position".
Recruit the right people	HR decision-maker: employees from personnel department and executives		✓	✓	ge/en	Do you want to conduct your job recruitment in an effective and efficient way? Together, we define four of the most important questions for your next job interview.
Female leadership: Are women the better leaders?	Women	✓			ge	On the way to become part of the board of managers, women are often ignored. Although, it is presumed that relevant Soft Skills are provided especially by women. Take the chance and discover what women can do, to promote their carrier actively, in cooperation with the carrier portal <i>femalemanagers</i> .
Yes, we are rude	Job seekers	✓		✓	en	How to survive in a German work environment.
Getting a job in Germany	Job seekers	✓		✓	en	Recruitment traditions in Germany, hints and help.

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Tracing the unconscious bias	HR decision-maker: employees from personnel department and executives	✓		✓	ge/en	How diversity prevents us from damaging our business - Did you ever buy something you didn't really need? Did you ever lose money at the stock exchange? Have you ever been disappointed by a friend's conduct? Consumer behaviour, financial decisions and psychometric assessment are the three main focuses of research on the unconscious biases and their influence on decision making.
Career is female	HR decision-maker: employees from personnel department and executives	✓			ge	Indeed, on the labour market women are a little developed, but important resource. We offer various solution approaches, how you can attract more women for professional and executive positions.
Know your strengths and use them wisely for good use	Men and women		✓		ge	Do you want to integrate your strengths into your daily work and benefit from it? Do you want to use your talents properly to climb your career ladder? By using one management assessment tool you will elaborate two great personal strengths. By means of various methods and exercises you learn, how you can implement them goal oriented and efficiently into your daily business. At the end of a busy day, you will be able to organise your career full of inspiration and with new ideas.