

**disAbility
performance**

**forum for an
accessible
economy**



Businesses create equal opportunities

DisAbility Performance Check Overview



1 Definition & Background

2 DisAbility Performance Check

3 DisAbility Talent Programme

4 Discussion

Prejudices against people with disabilities remain strong in society



The founder Gregor Demblin



Disability is a social construct



„Persons with disabilities include those who have long-term physical, mental, intellectual or sensory **impairments which in interaction with various barriers may hinder** their full and effective participation in society on an equal basis with others.“
(Article 1 (2) UN Convention on the Rights of People with Disabilities)

People with disabilities are not perceived as talents and customers



15%* of the world's population have a disability.



Anti-discrimination laws prohibit the discrimination of people with disabilities as customers or employees



- Unused resources on the labour market
- Untapped consumer potential
- High socio-economic cost for the welfare-state

DisAbility can have various forms – visible or invisible!



Speech impairments



Hearing impairments



Visual impairments



Reduced mobility



Learning difficulties

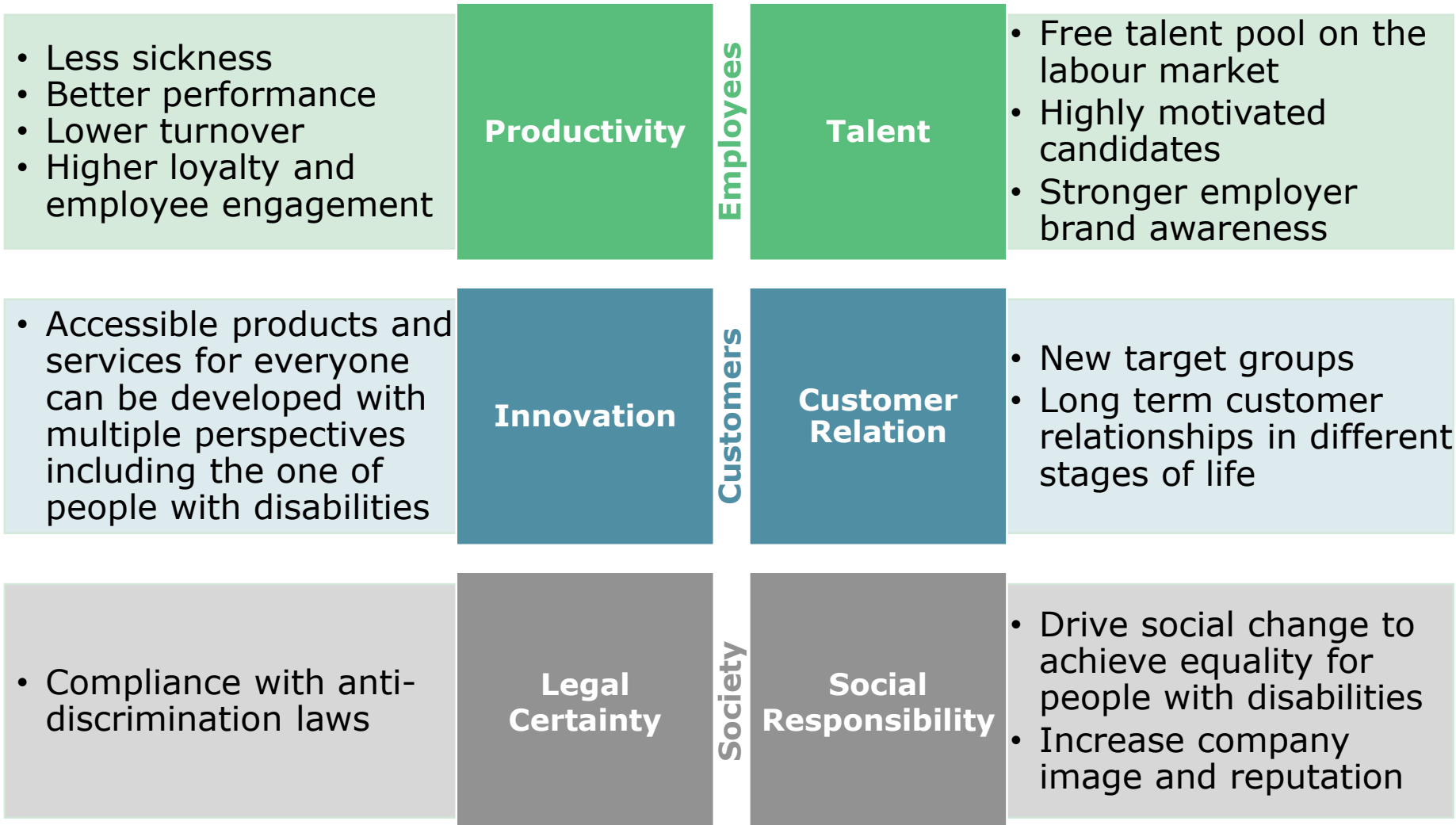


Chronic diseases



Mental health issues

DisAbility Performance enables companies to discover and utilize the potential of disability



We work with companies as social consultancy and knowledge sharing network to improve disAbility performance



Our services

DisAbility Performance Consulting

- Strategy and Organisation
- HR & Leadership Development
- Marketing and Communication
- Products and Services
- Suppliers and Partner
- Infrastructure (IT, Facilities)

DisAbility Business Forum

- Knowledge exchange between companies and industries
- Consulting hotline
- Best practice exchange
- Press and media relations

**disAbility
performance**

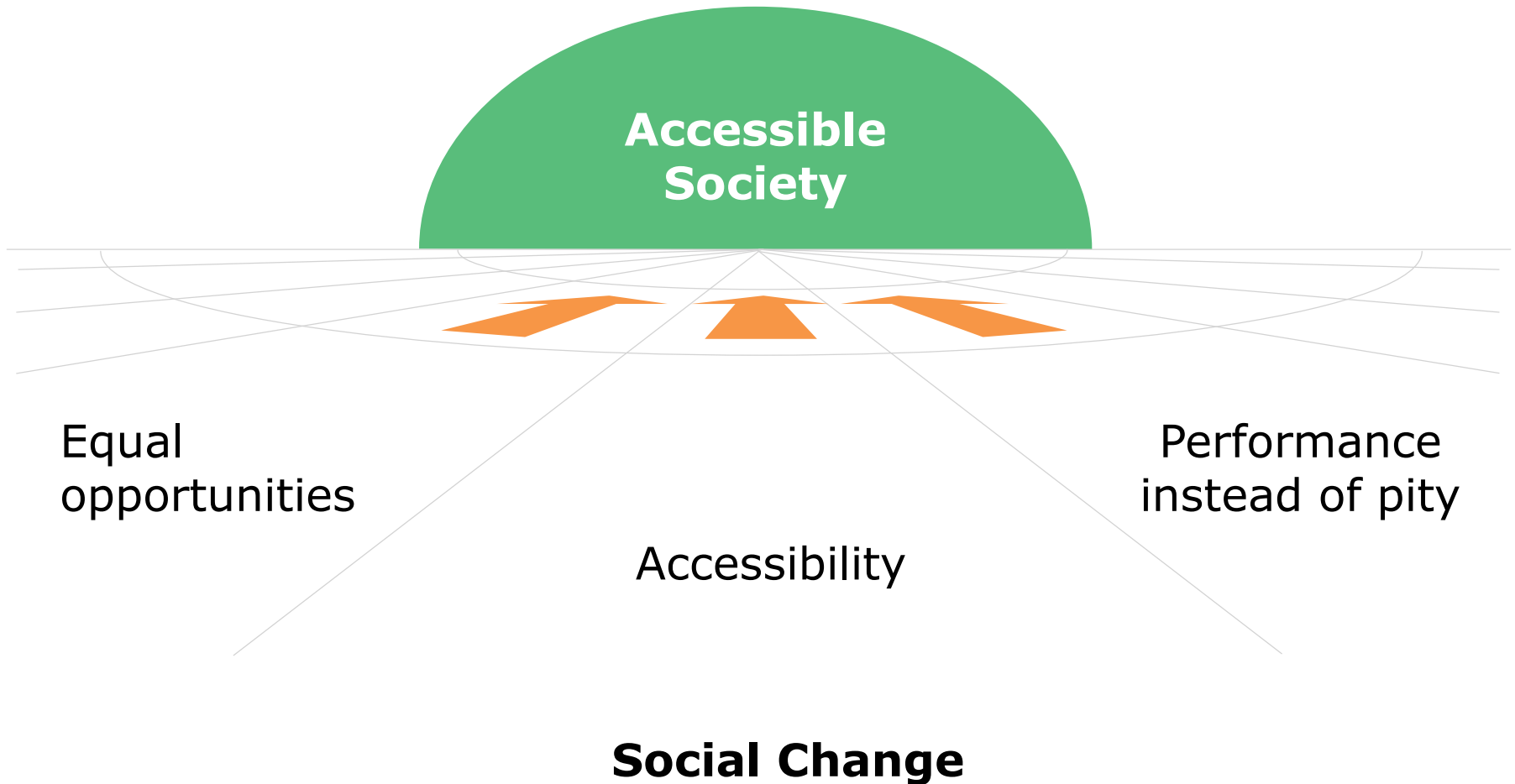
Innovative programmes for inclusion

- DisAbility Talent Programme
- DisAbility Management Certificate

Thought Leadership

- Studies, point of views, articles
- Panel discussions, lectures

Our vision is a society of equal opportunities for everyone!



Agenda



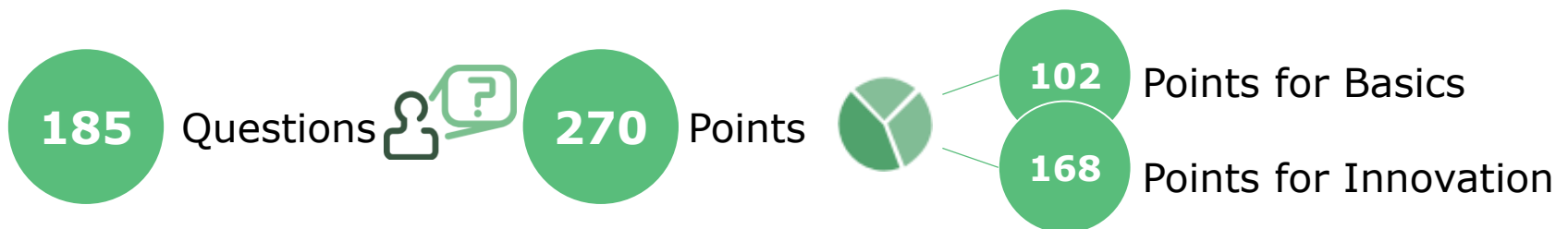
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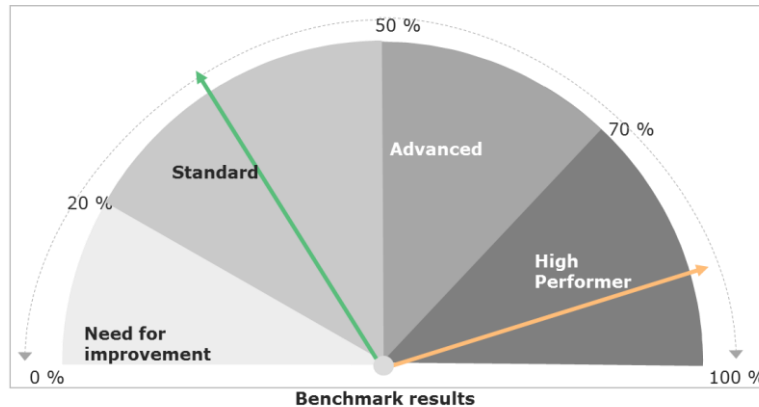
The DisAbility Performance Checks makes it easy to analyse how you are including people with disabilities in your organisation



Results of the analyses are a disAbility recruiting benchmark, map and improvement recommendations

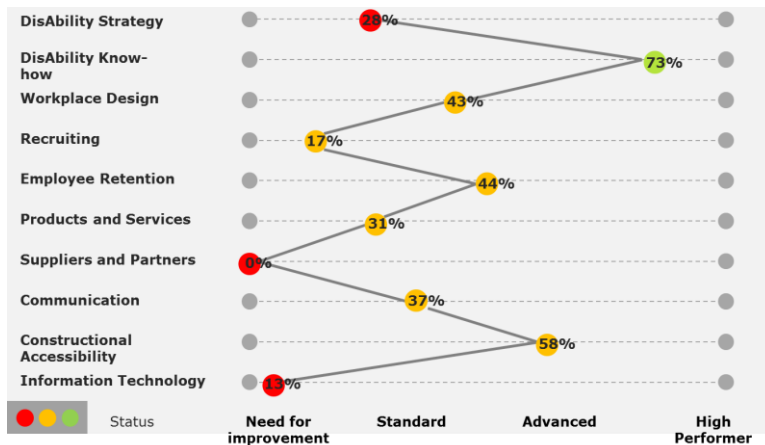


ILLUSTRATIVE



Source: Own analysis

— Company I (34%) — Company II (88%)



Overall Rating

Summary.



As-Is Analysis

Detailed analysis I

Rating



Benefit



Detailed analysis II



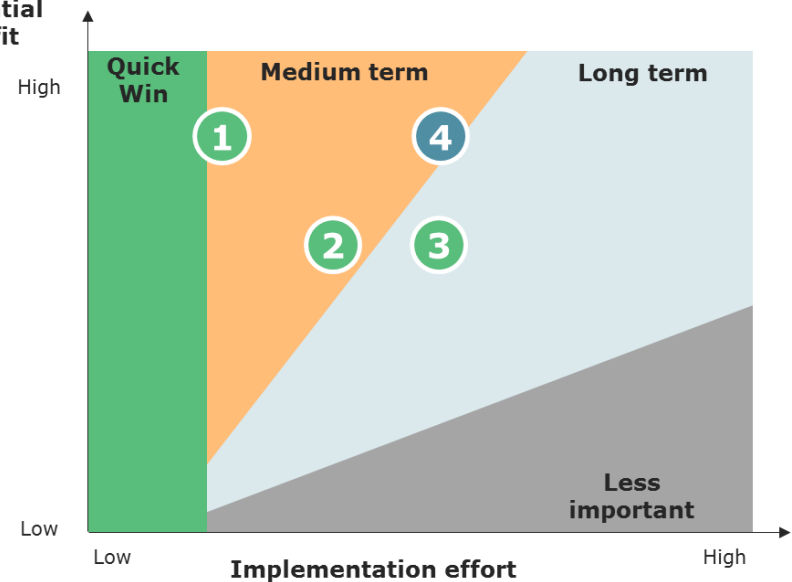
Detailed analysis IV



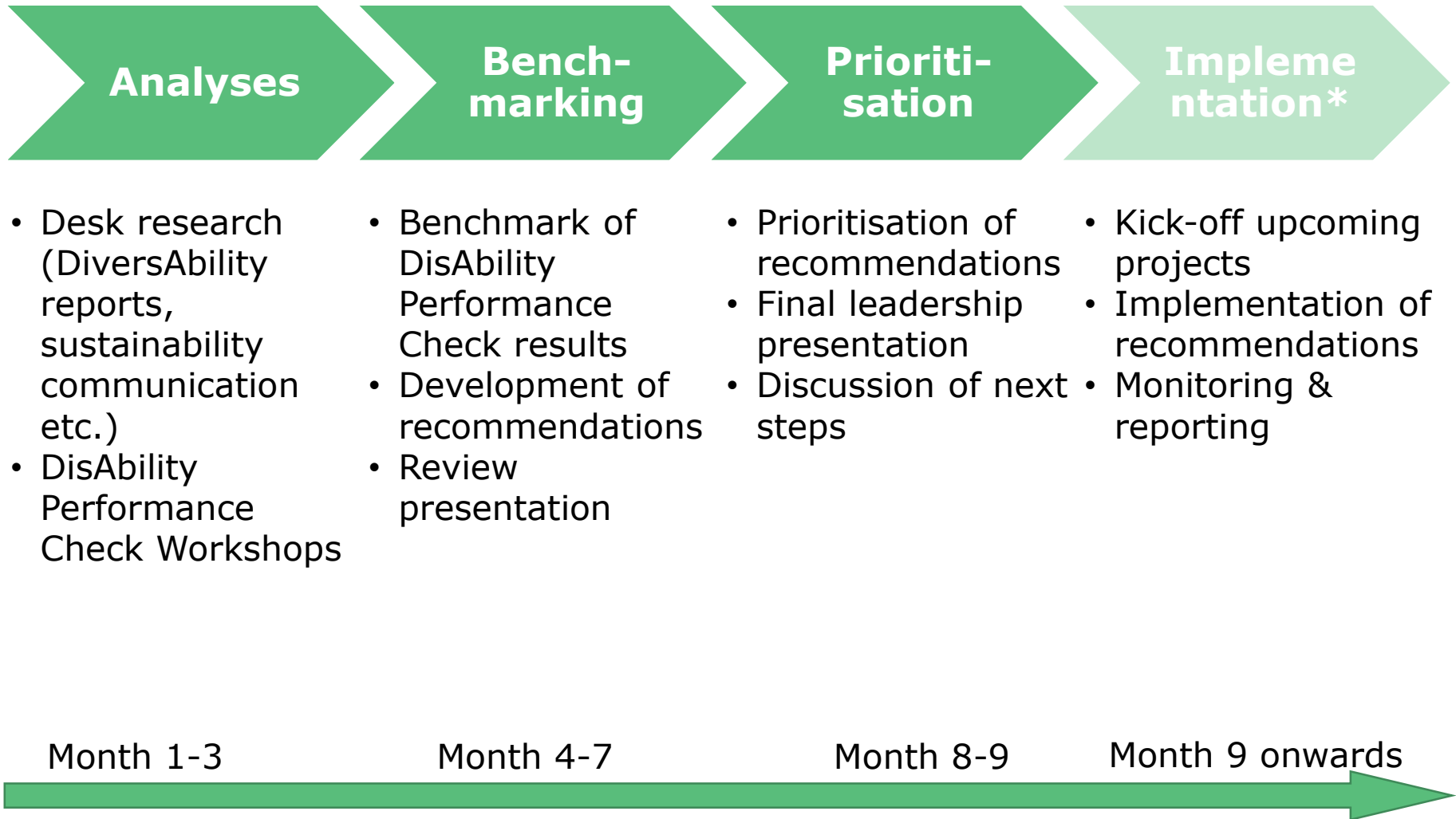
Outstanding examples

- Example

Potential benefit



The DisAbility Performance Check project covers three phases over several months



We work with top companies to create equal opportunities in businesses



Our clients (excerpt)



Our partner (excerpt)



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The aim of the disAbility talent programme is to support students with disabilities and make their potential visible



Who is our target group?

Students with disabilities at universities, who are enrolled in a Bachelor, Master or PhD programme. Focus lies on business and engineering degrees.

What do we do?

The idea of the disAbility talent programme is to find and support high potentials with disabilities to make their potential and strengths visible to employers and the wider public in order to end stigmatization of disabilities and create a positive picture of people with disabilities.

What do we want to achieve?

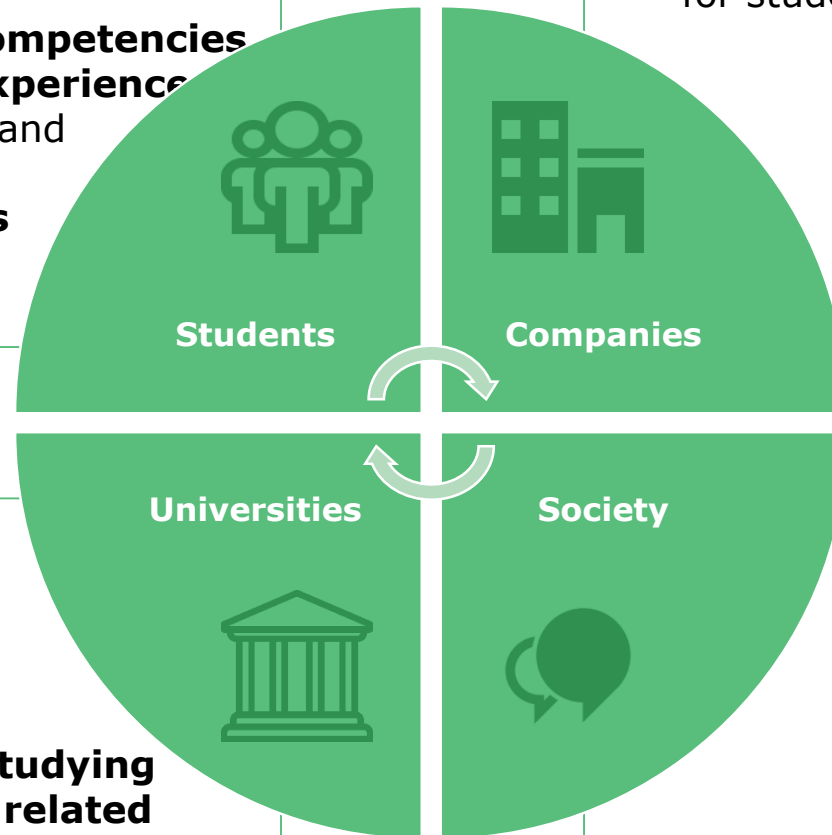
- **Employer Branding:** Position companies as attractive employers for people with disabilities
- **Individual Coaching:** Support students with disabilities
- **Social change:** Push success stories of people with disabilities

The disAbility talent programme creates value for four main stakeholder groups



- **Personal contact** to interesting companies
- Additional **(social) competencies**
- Practical day-2-day **experiences** with the corporations and cultures
- Finding the **strengths** behind the individual disability

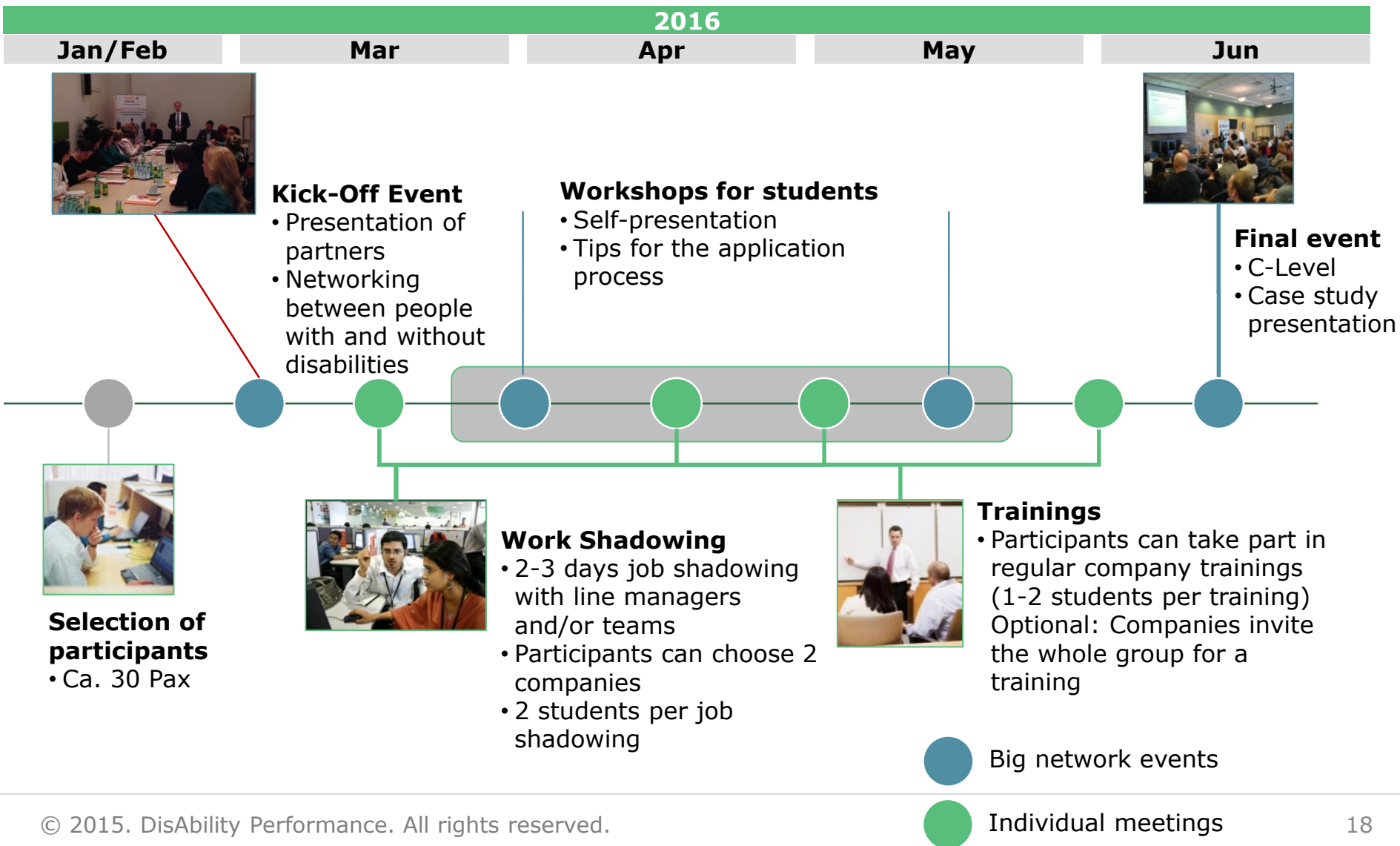
- Position as **attractive employer** for students with disabilities
 - **Recruit talent** with disabilities for specific jobs
 - Build socially responsible **employer brand** with all students



- Support **accessible studying**
- **Exchange disability related knowledge** with other universities and companies

- **End stigmatisation** and stop prejudices against people with disabilities
- **Create equal opportunities** for people with disabilities

The programme is based on two big network events and individual coaching and work shadowing



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The disAbility performance team offers disAbility & management consulting expertise



Your contacts



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Our vision is a society of equal opportunities for everyone!

