dis Ability performance

forum for an accessible economy



#### **Businesses create equal opportunities**

DisAbility Performance Check Overview

#### **Agenda**



- 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



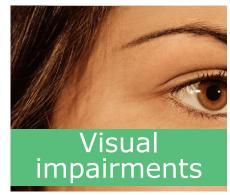
- Unused resources on the labour market
- Untapped consumer potential
- High socio-economic cost for the welfare-state

### DisAbility can have various forms – visible or invisible!

















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



- Less sickness
- Better performance
- Lower turnover
- Higher loyalty and employee engagement

**Productivity** 

Employe

**Talent** 

- Free talent pool on the labour market
- Highly motivated candidates
- Stronger employer brand awareness

 Accessible products and services for everyone can be developed with multiple perspectives including the one of people with disabilities

**Innovation** 

Customers

**Customer Relation** 

- New target groups
- Long term customer relationships in different stages of life

 Compliance with antidiscrimination laws Legal Certainty Societ

Social Responsibility

- Drive social change to achieve equality for people with disabilities
- Increase company image and reputation

# 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

# dis Ability performance

#### Innovative programmes for inclusion

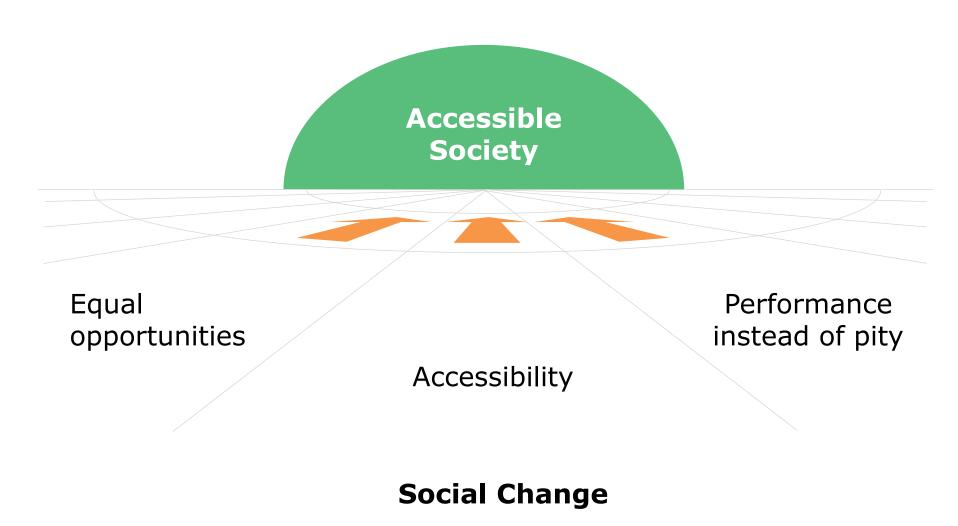
- DisAbility Talent Programme
- DisAbility Management Certificate

#### **Thought Leadership**

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

# Our vision is a society of equal opportunities for everyone!





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



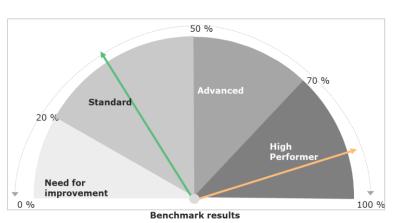
# Focus Employees Recruitment Talent Management Workplace Design DisAbility Strategy DisAbility Know-How Suppliers & Partners Communication Accessible IT Accessible Facilities

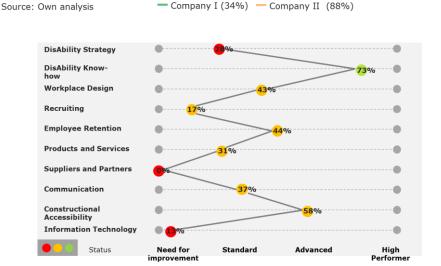


# Results of the analyses are a disAbility recruiting benchmark, map and improvement recommendations



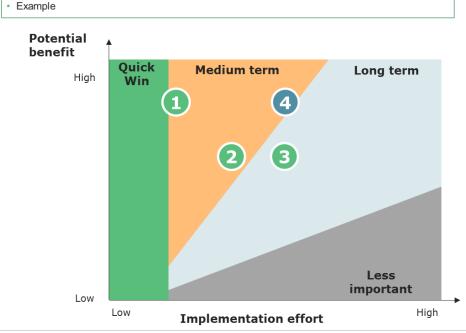
**III USTRATIVE** 







**Outstanding examples** 



#### The DisAbility Performance Check project covers three phases over several months



#### **Analyses**

#### Benchmarking

#### **Prioriti**sation

#### **Impleme** ntation\*

- Desk research (DiversAbility reports, sustainability communication etc.)
- DisAbility Performance Check Workshops
- Benchmark of DisAbility Performance Check results
- Development of recommendations
- Review presentation

- Prioritisation of recommendations
- Final leadership presentation
- Discussion of next Monitoring & steps
- Kick-off upcoming projects
- Implementation of recommendations
  - reporting

Month 1-3

Month 4-7

Month 8-9

Month 9 onwards

## 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 experience 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



**Universities** 

**Students** 

Society



 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



2016 Jan/Feb Mar Apr May Jun **Workshops for students Kick-Off Event**  Self-presentation Presentation of **Final event** • Tips for the application partners C-Level process Networking Case study between people presentation with and without disabilities **Trainings** Work Shadowing • Participants can take part in 2-3 days job shadowing regular company trainings with line managers (1-2 students per training) Selection of Optional: Companies invite and/or teams participants the whole group for a Participants can choose 2 • Ca. 30 Pax companies training • 2 students per job shadowing Big network events

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#### **Discussion**





## The disAbility performance team offers disAbility & management consulting expertise



#### Your contacts



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