

	15 May, 2023 Monday Day 1	16 May, 2023 Tuesday Day 2	17 May, 2023 Wednesday Day 3	18 May, 2023 Thursday Day 4	
07:00 - 09:00	<p><b>Arrival &amp; Registration of Participants</b></p> <p>Hotel Rooms Available From 14:00</p>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	
09:00 - 10:30		<p><b>Corporate Social Responsibility &amp; Ethics</b> <b>Elaine Kassanos</b></p> <p>Present different philosophical approaches to Ethics such as Kant, Utilitarianism, Egoism, Virtue Ethics, Natural Law, Kohlberg, Gilligan, Rawls, etc.</p>	<p><b>Corporate Social Responsibility &amp; Ethics</b> <b>Elaine Kassanos</b></p> <p>Present Corporate Social Responsibility, UN Global Compact, and other frameworks for social responsibility. Examine companies' reports of Social Responsibility, and how they measure themselves against UNGC, GRI, and other standards.</p>	<p><b>Gender Equity – Equality, Diversity &amp; Inclusion</b> <b>Gundhild A Hoening</b></p> <ul style="list-style-type: none"> <li>• What Is Gender Equity? Officially defined by UN, etc. &amp; the meaning for you &amp; your organisation?</li> <li>• Guiding principles &amp; meeting communities &amp; organisations where they are. <ul style="list-style-type: none"> <li>• Focused view: How does this lead to a resilient organisation?</li> </ul> </li> </ul>	
10:30 - 11:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
11:00 - 12:30		<p>Examine the stages of Kohlberg's Moral Development, break into groups, and ask participants to practice with ethical dilemmas, such as the Heinz Dilemma.</p>	<p>Discuss participants' opinions on whether institutions are holding up to standards of Social Responsibility. Provide positive and negative examples/case studies from history.</p>	<ul style="list-style-type: none"> <li>• Differences between Equity, Equality &amp; Gender Parity <ul style="list-style-type: none"> <li>• Addressing Gender inequalities.</li> </ul> </li> <li>• Examples of gender equity and how to practice it – in all areas of our society &amp; work. <ul style="list-style-type: none"> <li>• Focused look at: Gender Equity in the Workplace – and in Communities.</li> </ul> </li> </ul>	
12:30 - 13:30		<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	
13:30 - 14:45		<p>Engage the participants in providing their own examples and observations. Participate in debates using the different approaches.</p>	<p>Explore whether case studies in the classroom can aid better conduct in society.</p>	<ul style="list-style-type: none"> <li>• Examining the Benefits of Gender Equity for governments, public- &amp; private Organisations <ul style="list-style-type: none"> <li>• Journey of discovery: '(Keep) being different'.</li> </ul> </li> <li>• Improving opportunities - life &amp; work satisfaction through active participation &amp; liberation from inequalities.</li> <li>• How to allocate resources to create equal outcomes.</li> </ul>	
14:45 - 15:00		<b>Coffee-Break</b>	<b>Coffee-Break</b>	<b>Coffee-Break</b>	
15:00 - 16:00		<p>Use different ethical approaches in creating responses. Develop the positive and negative aspects of ethical views</p>	<p>Ask the participants to brainstorm about what may reduce negative conduct in the public and private sectors.</p>	<p>Meaningful Check-Out of the Day &amp; Q&amp;A: Conclusion, Insights &amp; Take-Home Messages &amp; Outlook on next programme day: from Gender Equity &amp; Equality to Applied Diversity &amp; Equity &amp; Inclusion (DEI)</p>	
		<b>Welcome Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>	<b>No Dinner</b>

	19 May, 2023 Friday Day 5	20 May, 2023 Saturday Day 6	21 May, 2023 Sunday Day 7	22 May, 2023 Monday Day 8
07:00 - 09:00	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>	<b>Breakfast</b>
09:00 - 10:30	<p><b>Gender Equity – Equality, Diversity &amp; Inclusion</b> <b>Gundhild A Hoenig</b></p> <ul style="list-style-type: none"> <li>What does it take: Bringing the Humans back into governments, organisations &amp; communities. <ul style="list-style-type: none"> <li>DEI - intention and approach across organisations, cultures &amp; faiths <ul style="list-style-type: none"> <li>Envisioning DEI as a human centered approach.</li> </ul> </li> </ul> </li> </ul>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	<b>Departure from Hotel Room till 10.00</b>
10:30 - 11:00	<b>Coffee-Break</b>	<b>No-Coffee-Break</b>	<b>No-Coffee-Break</b>	
11:00 - 12:30	<ul style="list-style-type: none"> <li>What creates Diversity &amp; why does Inclusion matter?</li> <li>Sense of Belonging – intention and approach across cultures and faiths.</li> <li>Going beyond - reaching organisational transformation &amp; Healthy Diversity. <ul style="list-style-type: none"> <li>DEI – an organizational &amp; governmental mission?</li> </ul> </li> </ul>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
12:30 - 13:30	<b>Lunch</b>	<b>Lunch</b>	<b>Lunch</b>	
13:30 - 14:45	<ul style="list-style-type: none"> <li>Empowerment to make diversity work.</li> <li>How to foster an inclusive work culture and embrace diversity for growth and overcome potential obstacles? <ul style="list-style-type: none"> <li>Leverage diversity and inclusion - inclusive strategies and the role of leaders modelling DEI. <ul style="list-style-type: none"> <li><b>Bringing it all together:</b> Impact of diversity on the readiness for Gender Equity, inclusive workplaces, - communities &amp; resilient organisations &amp; governments.</li> </ul> </li> </ul> </li> </ul>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
14:45 - 15:00	<b>Coffee-Break</b>	<b>No-Coffee-Break</b>	<b>No-Coffee-Break</b>	
15:00 - 16:00	<p>When none are ignored, all will thrive! Meaningful Check-Out of the Programme &amp; Q&amp;A: Action based reflection: Connecting the dots, Conclusion, Insights, Take-Home Messages, Transfer into Daily Work</p>	Sightseeing Visits & Free Day	Sightseeing Visits & Free Day	
	<b>No Dinner</b>	<b>No Dinner</b>	<b>Certification &amp; Farewell Dinner</b>	

## I Programme Lecturer & Facilitator: 16 & 17 May, 2023

**Ms. Elaine Kassanos** is a CFA (Chartered Financial Analyst) Charterholder. She taught CFA Institute Ethical and Professional Standards to Master students and professionals. She has also taught Business Ethics and International Relations courses at various universities in Switzerland. In the past, she worked as an Equity Analyst at asset managers/banks in the US and Switzerland.

Elaine has a Bachelor degree (B.A.) from Tufts University, Medford, MA, US, in History and English. She also has a Master degree (Ed.M.) from Harvard University Graduate School of Education, Cambridge, MA, US, in Administration, Planning, and Social Policy.



### 2 Day Course Description

**Day One** will provide an overview of different ethical approaches to dilemmas. The class will debate and utilize various views.

**Day Two** will cover Corporate Social Responsibility and different standards. The class will examine some examples of negative conduct and contemplate improvement.

### Course Objectives and Learning Outcomes

Course Objective: to increase knowledge and the ability to evaluate ethical situations and Corporate Social Responsibility.

### Learning Outcomes

- Learning Outcomes: -- to comprehend different ethical approaches  
-- to apply ethical views to situations and debate with contrasting views.  
-- to understand Corporate Social Responsibility and its standards.  
-- to analyze situations of negative conduct and explain solutions for improvement.

### Teaching Methodologies

Lectures:	30%
Discussion, Interaction:	30%
Group Work:	10%
Presentations:	10%
Case Studies:	10%
Debates:	10%

## II Programme Lecturer & Facilitator: 18 & 19 May, 2023

**Ms. Gundhild A. Hoenig from Switzerland** has a background in Economics and Psychology & is passionate about people, their potential & human issues. While following her success as a Human Resources & Organisational Development Professional, she founded her consultancy (1999), with Switzerland as the hub for international services, e.g. accompanying people & organisations in transition across cultures & geographical regions, fostering collective intelligence using innovative methods for a positive, non-coercive organisation transformation & people development – moving towards trusted collaboration & workplace evolution, within global-, public organisations, incl. emerging markets. Gundhild is a valued Lecturer, Consultant, Mediator & Coach. She is Member of the Board of SIETAR Switzerland (Society for Intercultural Education, Training & Research); EBBF (Ethical Business Building the Future), advisory board member, a Lecturer at Swiss Business Schools & in UN related programmes, valued as a trusted guide & cultural navigator, to make global development & leadership & DEI journeys meaningful & sustainable.



**2 Day Course Description – the topics of these 2 programme days are interconnected & modular.**

**Day One - will give you an overview & deeper insights on Gender Equality & Gender Equity as different approaches.**

You will have the chance to discover benefits of Gender Equity & how to improve chances - through active participation & liberation from inequalities.

**Day Two - Diversity is the mix & Inclusion is to make the mix work well – while going beyond & cultivating a culture of belonging!**

**This course aims to create insights & to shed light on ways to make diversity work successfully & sustainably.**

We will explore ways to leverage diversity & inclusion - promoting belonging, engagement & evolving best work practices & discover inclusive strategies & the role of leaders modelling diversity & inclusion, and the impact of diversity on the readiness for sustainable transformation.

**Course Objectives & Learning Outcomes** - You will be able to gain deeper knowledge & competence *about Gender Equity – Equality, Diversity & Inclusion & Sense of Belonging to face the challenges & Chances of the Emerging future* – by connecting the dots & manage different expectations across levels of government/organisation (& cultures) & an environment of challenging change – by mobilising your potential & increasing your knowledge in the areas of Gender & DEI.

**Teaching Methodologies** - A balanced approach - based on the flow of the programme, tailored to your needs as our valued participants, the programme includes:

- Impulse Presentations & Inspirational Video/s
- Collective exploration & Collaborative Interaction
- Meaningful conversations & discussions
- Group work (e.g. triads, teams of x, etc.)
- Case studies & Phases Role Plays (depending on time, interests, & focus)

Kindly note, all topics & descriptions mentioned in the program are suggestions & will be well prepared. Your advantage: the 2-day programme is modular, so we can stay flexible without missing out on anything.