

POTENCIÁL ROZMANITOSTI NA PRACOVISKU

LGBT
Business
Forum



POTENTIAL OF DIVERSITY AT THE WORKPLACE

18 NOVEMBER 2015
BRATISLAVA

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 **HRclub**

PROGRAM

13:30 – 14:00 ——— REGISTRÁCIA / REGISTRATION

14:00 – 14:10 ——— UVÍTACÍ PRÍHOVOR / WELCOME NOTES

Paul Burt – Slovakia Value Services Location Leader and IBM ISC Managing Director, IBM
Richard Trey Lyons – Acting Deputy Chief of Mission, Embassy of the United States, Bratislava

14:10 – 15:40 ——— PRIESKUM LGBT2030 OUT NOW SLOVENSKO / SLOVAK LGBT2030 OUT NOW SURVEY RESULTS

Ian Johnson – Founder Out Now

“COST OF THINKING TWICE”

Claudia Brind-Woody – Vice President and Managing Director for Global Intellectual Property Licensing, IBM

“PREDSTAVTE SI, ŽE STE V KOŽI TOHO DRUHÉHO” –
INTERAKTÍVNY BLOK / “PUT YOURSELF IN OTHERS’ SHOES” –
INTERACTIVE SESSION ON INCLUSIVE WORKPLACE

Sigrid Lentsch – Refugee Education Coach

15:40 – 16:00 ——— PRESTÁVKA / COFFEE BREAK

16:00 – 16:40 ——— INKLUZÍVNE PRACOVISKO V PRAXI: PREČO NA ŇOM ZÁLEŽÍ?
/ INCLUSIVE WORKPLACE IN PRACTICE: WHY DOES IT MATTER?

Mária Nosáľová Grežďová – HR Country Manager, AT&T
Silvia Jeleníková – Co-Site Lead Dell Bratislava / CEE HR Director, Dell

16:40 – 17:20 ——— PANELOVÁ DISKUSIA / PANEL DISCUSSION

PANEL MODERATOR:

Marijn Pijnenburg – Business Development Executive, EMEA Diversity and LGBT, IBM

PANELISTS:

Ian Johnson, Claudia Brind-Woody, Mária Nosáľová Gréžová, Silvia Jeleníková, Sigrid Lentsch

17:20 – 17:30 ——— ZÁVEREČNÁ REČ / CLOSING NOTES

Tibor Havlík – Chairman, Diversity PRO

Juraj Droba – Member of Parliament, Slovak Republic

17:30 – 18:00 ——— NETWORKING
S OBČERSTVENÍM / WITH REFRESHMENT

HLAVNÍ REČNÍCI / KEYNOTE SPEAKERS



Claudia Brind-Woody

Vice President & Managing Director for Global Intellectual Property Licensing, IBM

Claudia Brind-Woody pracuje v IBM od 1996 a zastávala viaceré výkonné pozície.

Claudia prispela k napísaniu kníh: *Out&Now at Work: From Closet to Corner Office* (2013) a *The Glass Closet: Why Coming Out is Good for Business* (2014). Nedávno sa umiestnila na 2. druhom mieste rebríčku *Telegraph Media Group's Out at Work* v kategórii *LGBT Top 50 výkonných riaditeľov za rok 2015* a na 5. mieste v rámci *top 100 pozitívnych vzorových rolí perodika Financial Times*.

Claudia Brind-Woody has been with IBM since 1996, and has held multiple global roles. She has contributed to the books: *Out & Equal at Work: From Closet to Corner Office* (2013) and *The Glass Closet: Why Coming Out is Good for Business* (2014). Most recently, she was listed as #2 on the *Telegraph Media Group's Out at Work LGBT Top 50 Executive List* for 2015, and #5 on the 2015 *Financial Times top 100 Role Models*.



Ian Johnson

Founder, Out Now Consulting

Ian Johnson je zakladateľom *Out Now*. *Out Now* poskytuje poradenské služby v oblasti marketingu pre LGBT zákazníkov, výskumu, stratégie, komunikácie a tréningu vo

viac ako 20 krajinách. "*Out Now Global LGBT2020*" štúdia je svetovým komplexným výskumom o LGBT životoch.

Ian Johnson is the founder of *Out Now*. *Out Now* provides consulting on marketing to LGBT customers, research, strategy, communications and training across more than 20 countries. The "*Out Now Global LGBT2020 Study*" is the world's most comprehensive research analysis ever of LGBT people's lives.



Silvia Jeleníková

Co-Site Lead Dell Bratislava / CEE HR Director

Vyštudovala FMUK v Bratislave, špecializáciu marketing. Od roku 2010 pôsobí v spoločnosti Dell v Bratislave v roli HR riaditeľky pre Slovensko,

Rusko a Rumunsko a zároveň je spoluzodpovedná za riadenie pobočky Dell v Bratislave – Globálneho biznis centra. Je tréňovaná v oblasti leadershipu a facilitácie.

Has studied at FMUK (Faculty of Management, Comenius University) in Bratislava. Since 2010, Silvia works in Dell Bratislava as HR Director for Slovakia and other Central-Eastern European countries. She is also co-responsible for managing the Dell Global Business Center in Bratislava. She is trained at leadership and facilitation.



Mária Nosáľová Grežďová

HR Country Manager, AT&T

Mária Nosáľová Grežďová je absolventkou FMUK so zameraním na ľudské zdroje. Svoju kariéru začala ako Špecialista ľudských zdrojov

v rýchlo rastúcej slovenskej konzultačnej firme. Od roku 2007 pracuje na pozícii Manažér ľudských zdrojov pre AT&T Slovensko v Bratislave. Spolu so kolegami pomohla pobočke AT&T na Slovensku prejsť niekoľkými obdobiami rastu.

Mária Nosáľová Grežďová graduated from Faculty of Management Comenius University. Her specialization was Human resources and she started her career as an HR specialist in a rapidly growing Slovak consulting company. Since 2007 she works on the position of HR Country Manager at AT&T in Bratislava. Mária and her colleagues managed a several periods of AT&T Bratislava location expansion.



Zviditeľňujeme LGBT profesionálov v pracovnom prostredí a podporujeme ich líderske schopnosti a rozvoj.

Dúfame v silnejšiu, odhodlanejšiu a motivovanejšiu LGBT komunitu na pracovisku, ktorá by bola schopná dialógu s lokálnymi zamestnávateľmi na tému otvorenosti k rozmanitosti a boja s diskrimináciou.

Naše aktivity majú za cieľ povzbudiť LGBT profesionálov, aby rozširovali svoje sociálne siete a zdieľali svoje poznatky a príležitosti. Zároveň chcú rozvinúť profesionálne schopnosti LGBT komunity prostredníctvom seminárov a spoločenských podujatí.

Naša komunita LGBT profesionálov a ich priaznivcov bola založená za účelom vytvoriť priestor pre vzájomný dialóg. Organizujeme pravidelné stretnutia na rôzne témy.

Tešíme sa na Vašu účasť!

We focus on increasing the visibility of LGBT Professionals in workplace environment and promote LGBT leadership and professional development.

Our hope is to see stronger, more determined and motivated presence of LGBT people in the workplace, empowered to initiate dialogue with local employers and businesses about being open for diversity and fighting discrimination.

Our activities in this area focus in two areas: encouraging LGBT Professionals to network and share ideas and opportunities; and, developing skills and leadership for LGBT Professionals through workshops and collaborative events.

Our LGBT Professionals Network is a community we started to connect and create conversation space for LGBT Professionals and Straight Allies. Meetings are organized regularly, with varying content.

Everyone is welcome!



Diversity PRO má nový program pod názvom Rozbehnime rozmanitosť. Jeho prostredníctvom chceme pozdvihnúť štandard a latku pre zviditeľnenie a prijatie LGBT komunity na pracovisku v slovenskom prostredí.

Tento cieľ chceme dosiahnuť zdieľaním vedomostí a najvhodnejších postupov v oblasti rozmanitosti u zamestnávateľov situovaných na Slovensku. Radi by sme ich povzbudili, aby prejavili podporu LGBT komunite, vďaka čomu by k sebe pritiahli LGBT talenty a nové obchodné príležitosti.

Čoskoro uvedieme do praxe "Prehlásenie podpory" zamestnávateľov LGBT komunite.

Ste spoločnosť, ktorá podporuje začlenenie LGBT komunity na pracovisku?

Neváhajte a spojte sa s nami ohľadom účasti na našom projekte!

Kick Off Diversity (Rozbehnime rozmanitosť) is a new program by Diversity PRO.

Our intention is, through a series of activities and initiatives, to raise the bar and set a standard for LGBT Diversity acceptance and visibility at the workplace in Slovakia.

We plan to achieve this goal through activities that will put in focus the sharing of knowledge and best practices in field of Diversity with Slovakia based employers. Additionally, we wish to encourage companies in Slovakia to become more visible and vocal in their support of LGBT Diversity, thus attracting LGBT talent and business opportunities.

We are soon to launch our 'Declaration of Support' to LGBT Diversity, calling for employers to identify themselves as supportive and open.

Do you represent a company which is inclusive and supportive of LGBT Diversity?

Please contact us to find out how you can participate in the project!