

WELCOME TO OUR DECEMBER 2011 NEWSLETTER

Is this email not displaying correctly?  
[View it in your browser.](#)



Welcome to our latest newsletter. Whilst the media is full of the sound of recessionary winds, it is good to remind ourselves of some of the amazing projects that we have been working on with clients over the last few months. There is proof that there are plenty of organisations who firmly believe that investing in developing an inclusive culture makes sound business sense, whatever the economic climate!



### VODAFONE: COMPANY OF THE YEAR - EUROPEAN DIVERSITY AWARDS

We were thrilled that Vodafone was chosen as the Company of the Year at the prestigious European Diversity Awards on 22nd September 2011. [READ MORE](#)



### ENTERPRISE RENT-A-CAR: CHAMPIONING CHANGE

We are very proud of our long association with Enterprise Rent-A-Car in Europe, who have been a client now for over seven years. We have run workshops for the top teams and the next 300 managers across the country. Led by [Sheridan Allman](#) and [Tony Warner](#), over 30 internal facilitators have been trained up through our **immersive four-day workshop**. We have then taken the programme on down, reaching 3,000 staff. [READ MORE](#)



### SKILLING UP THE CHANGE AGENTS: A GLOBAL HR WORKSHOP FOR VODAFONE

Diversity and Inclusion gets no traction if it is positioned as an end in itself as an isolated initiative. At their peril, therefore, do companies underestimate the need to support the wider HR community in delivering on their D&I aspirations. [READ MORE](#)



### WEBINAR DESIGN - WE CREATE & YOU DELIVER!

Recently we were asked to put together materials for a webinar for a global bank. [Rachael Ross](#) created slides and in depth facilitator notes for an hour long session for about 150 global leaders. Delivered by an internal facilitator, the feedback was excellent. The facilitator found the in-depth notes provided just the right amount of information, and the content hit the spot with the right tone and quality. The D&I internal expert said *"it challenged my thinking too, and I was very impressed with the very rapid response from you guys!"* We love creating designs and materials to encourage new and dynamic conversations across your organisation, so do get in touch if you would like to use our skills in that way.



### FREDDIE ALVES

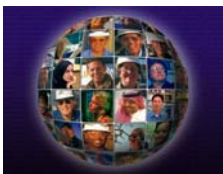
After five great years together, we bid a fond farewell to Freddie Alves. He is returning to the corporate world as Regional Head of Diversity & Inclusion for Credit Suisse in Asia Pacific. In the midst of getting ready and relocating to Singapore (he starts the new role in January 2012) he reflects on his time at Schneider~Ross.

*"It is with some sadness that I move from Schneider~Ross to my fantastic new opportunity at Credit Suisse in Asia Pacific. The past five years have provided terrific learning, working with Schneider~Ross colleagues to deliver support to our clients."* [READ MORE](#)



### GLOBAL DIVERSITY NETWORK: DIVERSITY DATA BENCHMARK SURVEY

One of the issues that companies working on diversity and inclusion globally inevitably face is what demographic data they can and should gather in order to inform their strategies. The Global Diversity Network has recently launched a collaborative research project to explore this contentious area. Associate consultant [Alexis Walmsley](#) comments: *"We are right in the middle of the survey now and analysing responses. It's clearly an area of some concern and frustration for D&I professionals. It's going to be interesting to see the spread of best practice out there."*



### WORKING INCLUSIVELY ACROSS CULTURES

In our globalising economies, joint ventures and alliances between companies from different regions are common enough. What we also know, however, is that cultural differences can be a major cause of under-performance and can often undermine what looks, on paper, to be an ideal partnership. [READ MORE](#)

[forward to a friend](#) or e-mail Schneider~Ross at [email@schneider-ross.com](mailto:email@schneider-ross.com)

Copyright © Schneider~Ross

Our mailing address is:



*We wish all of our clients and colleagues a very Happy Christmas and a fulfilling and*

Schneider~Ross Ltd  
PO Box 1912  
Andover  
Hampshire  
SP10 9EA  
Tel: +44 (0) 1264 882 400

*prosperous New Year. As usual  
we will be making a Christmas  
donation to a charity which this  
year will be the Alzheimer's  
Society*

Why not add us to your address book!

[unsubscribe from this list](#) | [update subscription preferences](#)