



Mimi – mind changer

Fairness-Contract

This mind changer activity shall help interest in and reflection upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

Introduction: A fairness contract that all employees sign can contribute to harmony in the company. Provided that it is adopted by everyone. Ensuring this is the task of the HR manager.

Step 02

Implement

A heterogeneous working group with the HR boss at the top gets together and develops a 10-point contract, which is supposed to ensure fairness when dealing with employees in the company. It is important that the other suppliers develop the points themselves and feel ownership.

Step 03

Develop

When the working group is finished, the contract is shown to the team and adjusted according to feedback.

Step 04

Follow-up

The contract can be renewed every year.

Recommendations, Tips & Hints

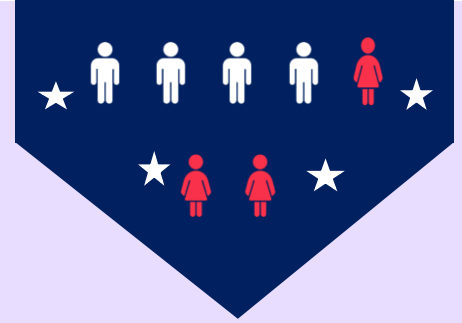
Involve so many participants/representatives to this workshop as you have minorities in your company

Classroom resources

This activity is not bound to specific room facility

Duration

60-90 Minutes



Fairness-Contract

Picture this: Sometimes it is easier to first create a formal framework in order to bring about a change in attitude. Imagine you witness how a colleague is pale in the way of his eating habits. You see the scene and remember the fairness contract that everyone signed. One of the points says that it doesn't matter what another colleague eats. We tolerate everything. The contract breaker must accept an agreed "penalty". E.g. baking a cake that everyone eats together as a team.



About the tool

This activity creates a conceptual framework for good cooperation in teamwork.

Key words

Conceptual framework, fairness, teamwork, diversity, equality,

Food for thought:

In addition to the usual house rules: Does your company have firmly established - if necessary, also written - rules for a social and fair cooperation?