



## Mimi – mind changer

# Loyalty

This mind changer activity shall help interest in and reflect 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: How do you as an HR manager earn and build loyalty to your multicultural team/ or employees.

### Step 02

#### Implement

In a group discussion with HR managers from other cultures one can create a checklist of what loyalty is in different cultures

### Step 03

#### Develop

Concrete examples:  
 - Good wishes for religious holidays =Also wishing the employees with a migration background a "Merry Christmas" is positively regarded as equality.  
 - observation of discriminatory behavior =Managers should sharpen their awareness of racist, sexist and other disparaging remarks, slogans and jokes, and should not ignore them.

### Step 04

#### Follow-up

The group can reflect afterwards and discuss their willing in building this kind of loyalty.

### Recommendations, Tips & Hints

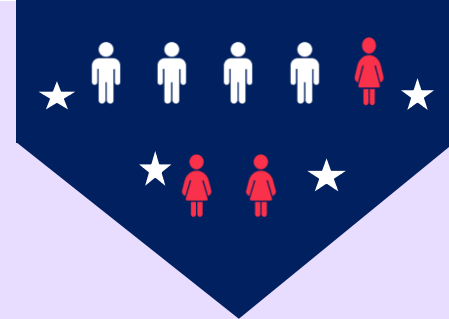
It makes sense to include colleagues with a migration background in this activity.

#### Classroom resources

This activity is not bound to specific room facility

#### Duration

30-60 Minutes



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Picture this:



### About the tool

This activity is intended to build and earn loyalty. Employees who feel close to the company develop loyalty to their team. Overall, this leads to greater effectiveness and a better team spirit. An HR manager who shows his NA employees loyalty can also expect them. This helps in bridging possible challenges in a diverse team.

### Key words

Loyalty, Diversity, equality,

### Food for thought:

What is loyalty for you? What does this mean for you in the context of the workplace?