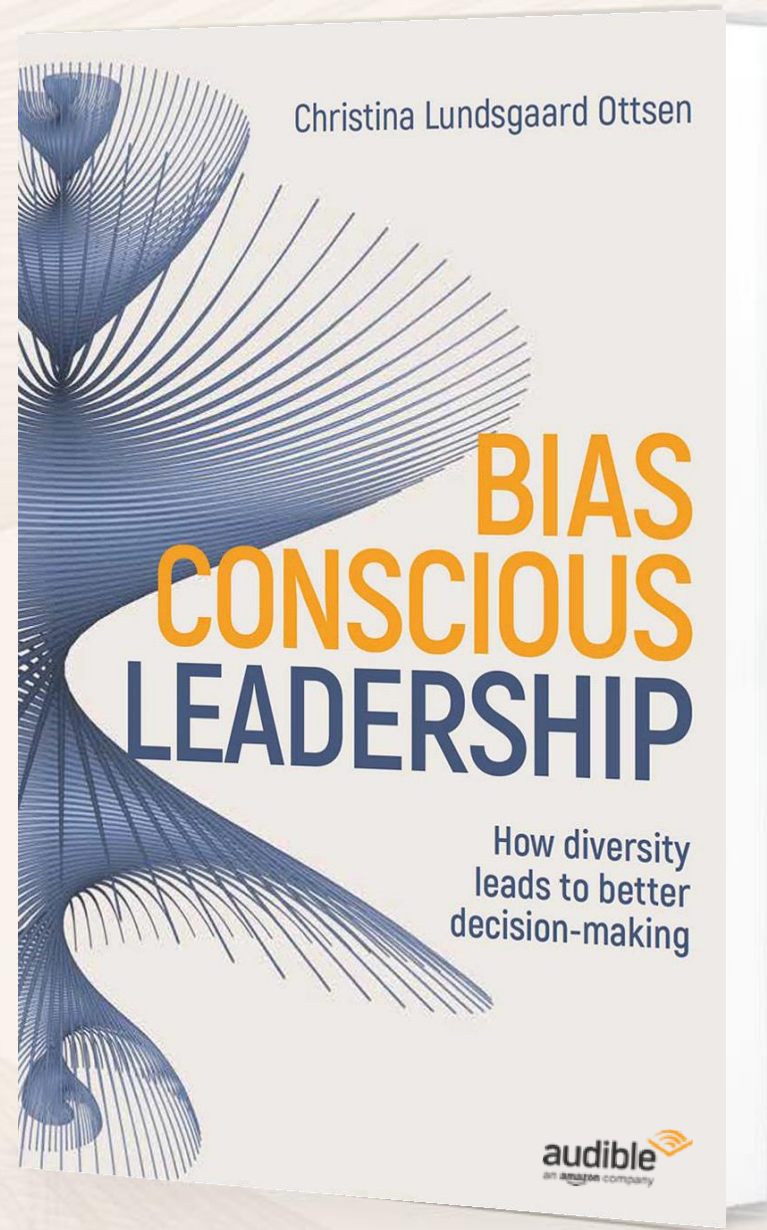


ESG OG SOCIAL BÆREDYGTIGHED - HJØRNESTEN I FREMTIDENS TURISME

Sæt S'et i ESG med

diversitet og inklusion



LinkedIn



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Diversitet, inklusion og den rette friktion

1. Demografisk (ex. Alder, køn, etnicitet)
2. Værdibaseret (ex. Persontyper og politisk overbevisning)
3. Vidensbaseret (ex. Uddannelse og erhvervserfaring)

Diversitet som middel
til at opnå
strategiske mål:

- Inkluder forskellige perspektiver og få bedre beslutninger
- Samarbejdsudvikling ved at træne inkluderende mindset
- Den rette friktion i teamet øger tryghed gennem tale



Kønsbalance som genvej

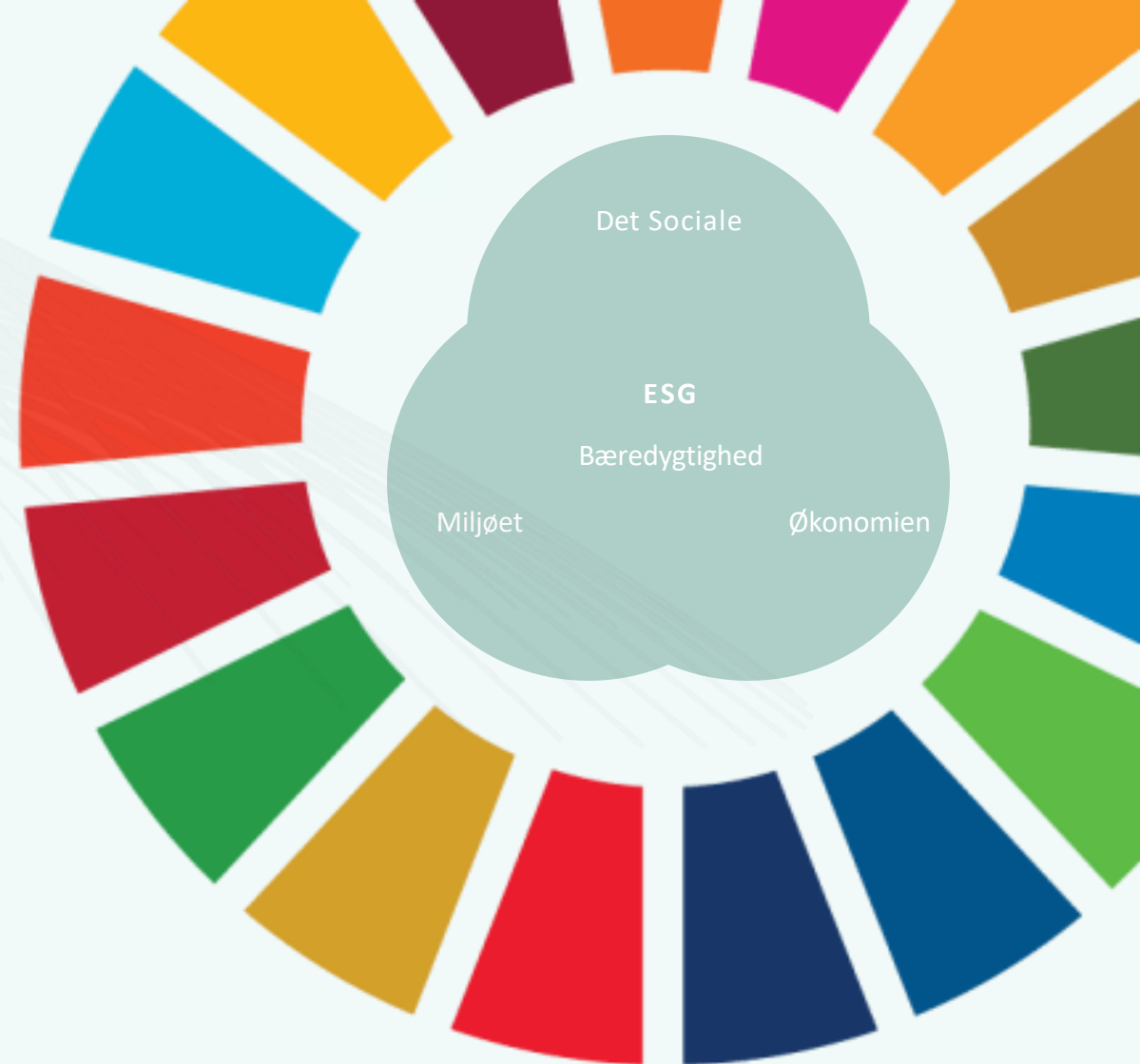
Samarbejde på tværs af køn

- Inkluderende kønsbalance mindsker konfliktniveau (Nishii, 2013)
- Bedre beslutninger i teams med min. 1/3 kønsbalance (Kanter, 1977)
- Fredsaftaler holder længere (FN rapport, 2019)



Samarbejde på tværs af forskellighed

- ➔ Træner vores inklusionsmuskel
- ➔ Nye perspektiver
- ➔ Bedre og mere bæredygtige beslutninger



Mål #5: Accelerator for FN's øvrige verdensmål. Ni af målene viser signifikante korrelationer (FN rapport, 2019)



Træn din inklusionsmuskel

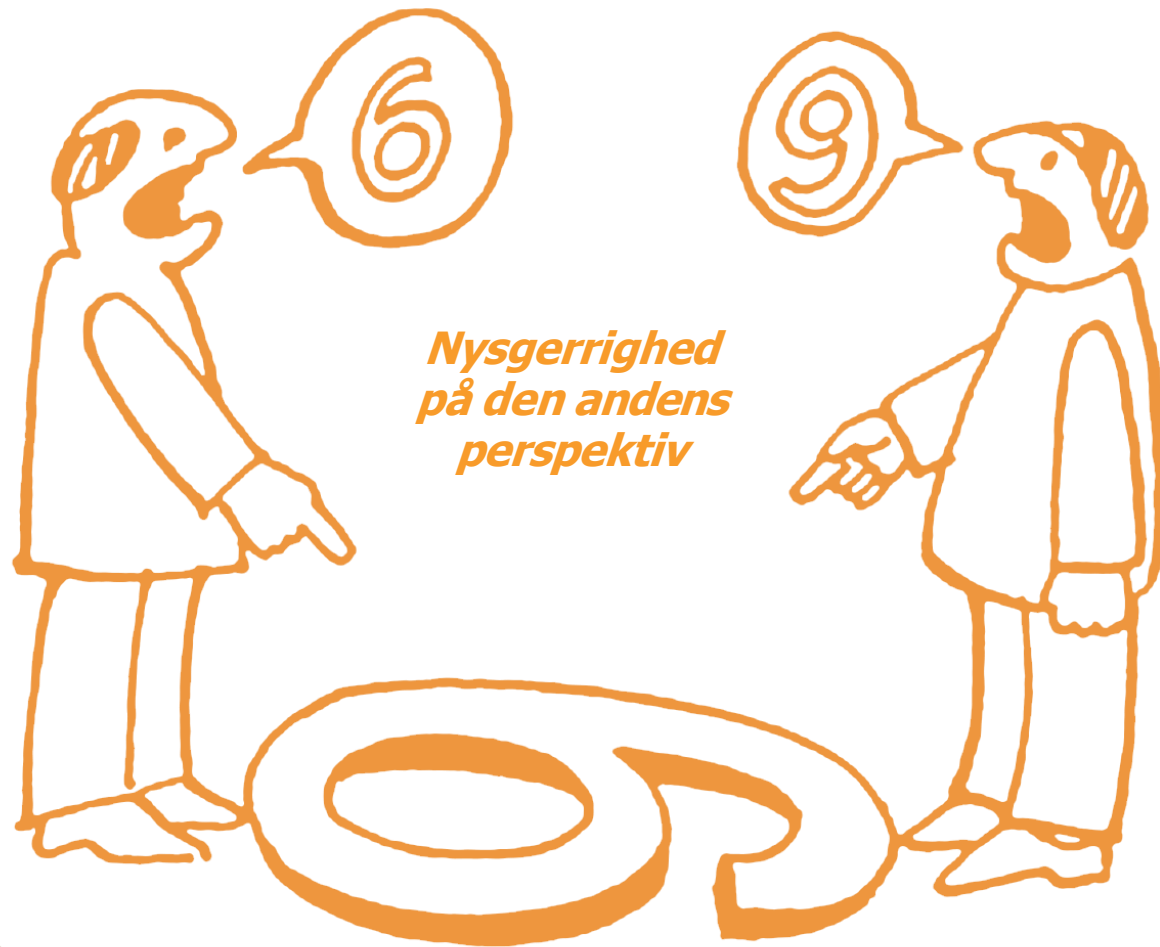
Tænk på et symbol
for konflikt

Øvelse:
Tænk på en
gruppe
hvori du har
magt...

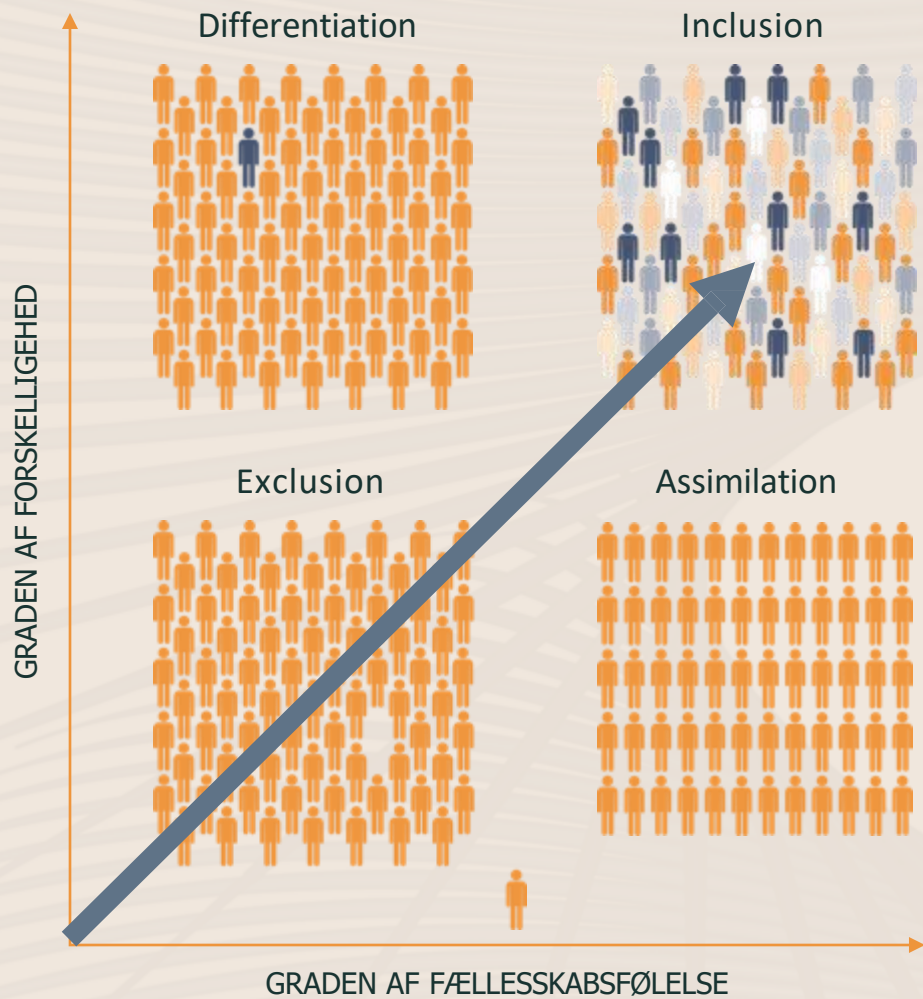
Hvem lytter du mest til?

Formel magt:
Positioner, titler

Uformel magt:
Potentiale, social status, ekspertviden



Den BiasBevidste Organisation



(Shore et al., 2011)

Inklusionsnudge:

Eksempel:
Ændre rækkefølgen
på hvem der
taler først

Træn din
inklusionsmuskel
dagligt

Scan
din
dag



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Danish psychologist and
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BIAS CONSCIOUS LEADERSHIP

How diversity
leads to better
decision-making

Did you know that diversity is one of the best tools for leadership development? It blocks bias so managers and leaders can make better decisions.

BIAS-CONSCIOUS LEADERSHIP—HOW DIVERSITY LEADS TO BETTER DECISION-MAKING provides insight into how managers and leaders minimize unconscious bias by inviting diversity into organizations and allowing it to unfold both humanly and technologically. Through a focus on inclusion, classic pitfalls in decision-making patterns are avoided, and a good framework for innovative thinking is created. The bias-conscious leader knows there is no point in cramming up on bias in order to avoid it. It is the leader's mindset that needs to be trained, so behavior that makes diversity the effective ingredient can be practiced. This book presents a program for mental leadership fitness and suggests concrete tools in areas such as digital management, behavioral management, and inclusive management. New perspectives on power in relationships are also included, which have a decisive influence on the possibilities of reducing bias.

Written directly for leaders and managers, BIAS-CONSCIOUS LEADERSHIP is relevant for everyone with management and leadership responsibilities in private and public organizations. It is also useful for supervisors, HR people, lecturers, students, and consultants.

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BREAKOUT SESSION 1: FACILITERET SAMTALE MED CERTIFICEREDE TURISMEVIRKSOMHEDER OM ESG & SOCIAL BÆREDYGTIGHED

VELKOMMEN PÅ SCENEN TIL:

- **AALBORG KONGRES & KULTUR CENTER, LOUISE STORGAARD
NIELSEN, SUSTAINABILITY MANAGER**
 - **IDÉA NORDIC DENMARK, NANA SØEBERG, HEAD OF OPERATIONS**
- 



BREAKOUT SESSION 2: FACILITERET SAMTALE MED CERTIFICEREDE TURISMEVIRKSOMHEDER OM ESG & SOCIAL BÆREDYGTIGHED

VELKOMMEN PÅ SCENEN TIL:

- **COMWELL, MAI-BRITT JENSEN, HR & SUSTAINABILITY DIREKTØR**
- **TIVOLI, ESSEN THYKIER, HR DIRECTOR**

An aerial photograph of a circular stone walkway on a beach at night. The walkway is illuminated by warm lights, and the surrounding sand and water are visible. The image is split horizontally, with the top half showing the top of the walkway and the bottom half showing the bottom of the walkway.

OPSAMLING OG AFRUNDNING

**TAK FOR JERES DELTAGELSE I
DANSK STORBYTURISMES BREAKOUT-SESSION**

**ESG OG SOCIAL BÆREDYGTIGHED – HJØRNESTEN I
FREMTIDENS TURISME**