

Leading and Learning at EDS

Dimensions of Diversity

Purpose The purpose of this activity is to broaden your definition of diversity.

Activity Instructions Use the following instructions to complete this activity:

1. The class gets in groups.
2. Using flip chart paper, you create a matrix based on the example shown below, using the name of each person in the group.
3. Use the categories shown in the example. The group determines a category to use in the "GROUP CHOICE" row, completes the matrix, and selects a representative to present the matrix to the class.

Diversity Matrix Example Use the following example to create your matrix:

	John	Mary	Joe
What is my most creative time of day?	early morning	after evening meal	late morning
What is my problem-solving style?	intuitive	group consensus	analytical
What energizes me?	sports	visiting with old friends	learning something new
My preferred form of recognition is...	tickets to basketball playoffs	time off	time off
GROUP CHOICE			

Think About ... Keep the following points in mind as you complete this activity:

- The Global Diversity vision for the future is that EDS employees will build successful personal relationships, be effective team members, and conduct business anywhere in the world.
- Diversity is more than physical differences among people. Diversity has many dimensions.
- EDS cannot be a learning organization if it does not invite and value diversity.

A "Why" Network

Purpose

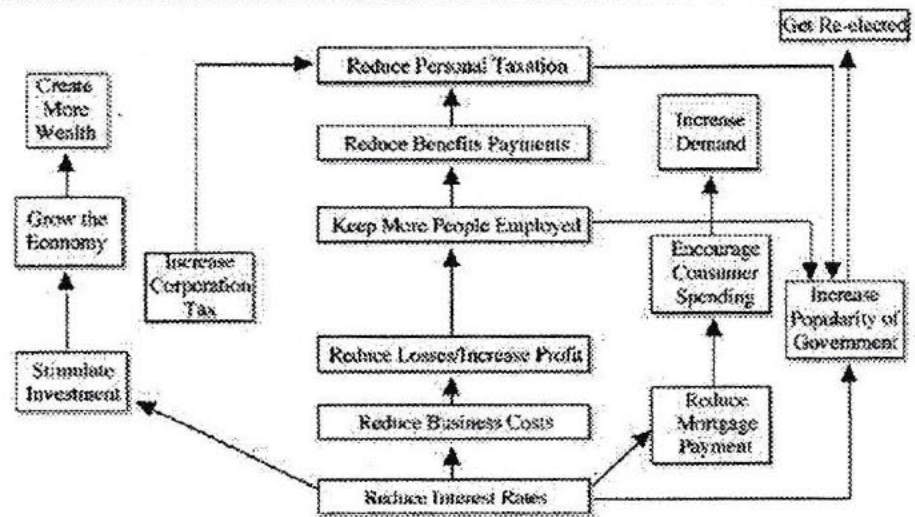
The purpose of this activity is to demonstrate the business case for diversity at EDS.

Activity Instructions

Use the following instructions to facilitate this activity:

1. The class forms groups of three to five people.
2. You review the example below.
3. On a piece of flip chart paper, you create a "Why" network based on the example given by your facilitator.
4. You use the premise, "Valuing diversity is important to EDS."

Example of a "Why" Network



The Challenge of Competitiveness

Purpose

The purpose of this activity is to discuss how valuing people is an important element of diversity.

Activity Instructions

Use the following instructions to complete this activity:

1. Your facilitator solicits eight volunteers and one assistant.
 2. The class and the volunteers read the scenario.
 3. The volunteers begin the discussion called for in the scenario.
 4. The discussion continues for approximately 10 minutes.
 5. After 10 minutes, the facilitator tells the participants **not** to remove their hats.
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Scenario

Your group has been formed to discuss the effect of the organization's effort to be more competitive. At this point, the major effort is concentrated in the area of organization efficiency. This group has been asked to generate ideas, which will be presented to the executive committee, on how the process should proceed and possibly how individuals should be selected for reassignment.

Tension within the organization is running high because each of these leaders thinks that they, potentially, could be caught in the reorganization effort. Trust has been threatened because most leaders are trying to "look their best."

This group has no "designated" leader but is expected in a very short time to generate a list of suggestions for the executive committee.

Dialogue Practice

Purpose The purpose of this activity is to apply dialogue skill as a communication method.

Activity Instructions Use the following instructions to complete this activity:

1. Each group elects two or three people to do the practice dialogue. Others at the tables act as observers.
2. Groups allow the dialogue to continue for three to five minutes.
3. Groups allow five minutes for observers to provide feedback to the participants.
4. Group members switch roles so that participants now observe and observers now dialogue on another topic.

Dialogue Topics Choose from one of the following topics or develop your own:

- GM is spinning-off(?) EDS. What are the implications of GM no longer owning all EDS stock?
- EDS maintains a dress standard. What are the advantages and disadvantages to maintaining the dress standard?

Dialogue Guidelines Keep the following guidelines in mind as you practice dialogue skills:

- A dialogue has no predetermined agenda.
- You can choose to dialogue on a particular topic or simply talk about whatever comes up.
- You must let the dialogue go wherever it goes, even if it moves away from the original topic.
- The group only moves in a particular direction if it needs to talk about that issue.
- A dialogue is intended to allow all group members to explore and expose their assumptions and views.
- Dialogues can create an emotional reaction in people. Allow the group to experience the emotion but not be driven by it.

**Dialogue
Guidelines
(continued)**

- Dialogue is not natural to most people. It takes practice and develops as the group develops trust and comfort with its members.
- The intent is not to achieve some purpose, make some decision, or resolve a problem.
- Own your statement.
- You may pass at any time.
- Share your ideas and experiences.
- Seek to understand others.
- Be open to learning.
- Maintain confidentiality.