



Digital Learning - Learnhub

E-Learning Portfolio



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What to expect from our courses?

Hands-on content

Tips and tools for everyday work



Practical and realistic scenarios



Scientific and operational background



Solutions that can be applied directly



Interactive formats

Mix of interactive elements



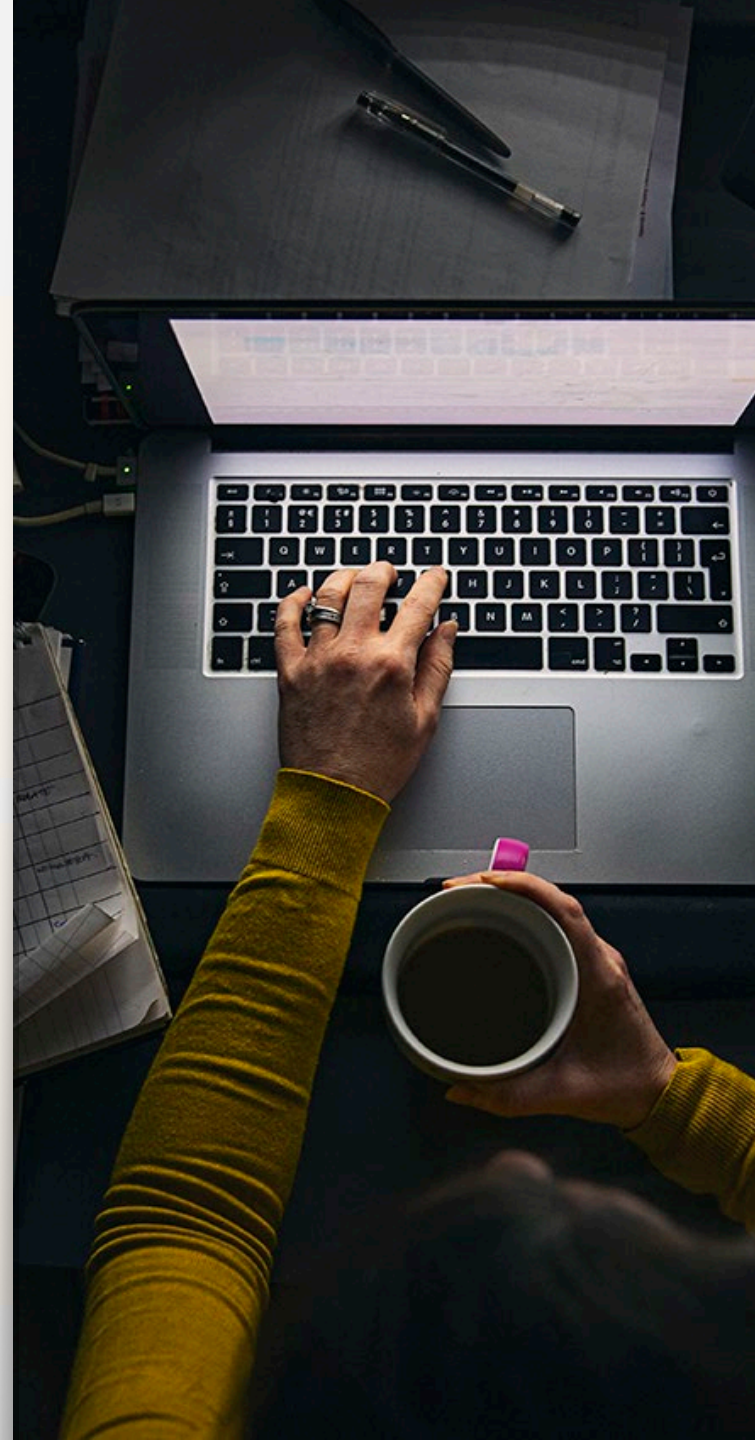
Range of examples for a high diversity of perspectives



Appealing to different learning types



Lightbulb moments to remember



How much time does your team have?

We offer:

- E-Learning **Nuggets** ~ 15-20 min
- E-Learning **Deep Dives** ~ 30-45 min
- **Snackable Hacks** – short videos ~ 3 min



Range of languages

We offer:

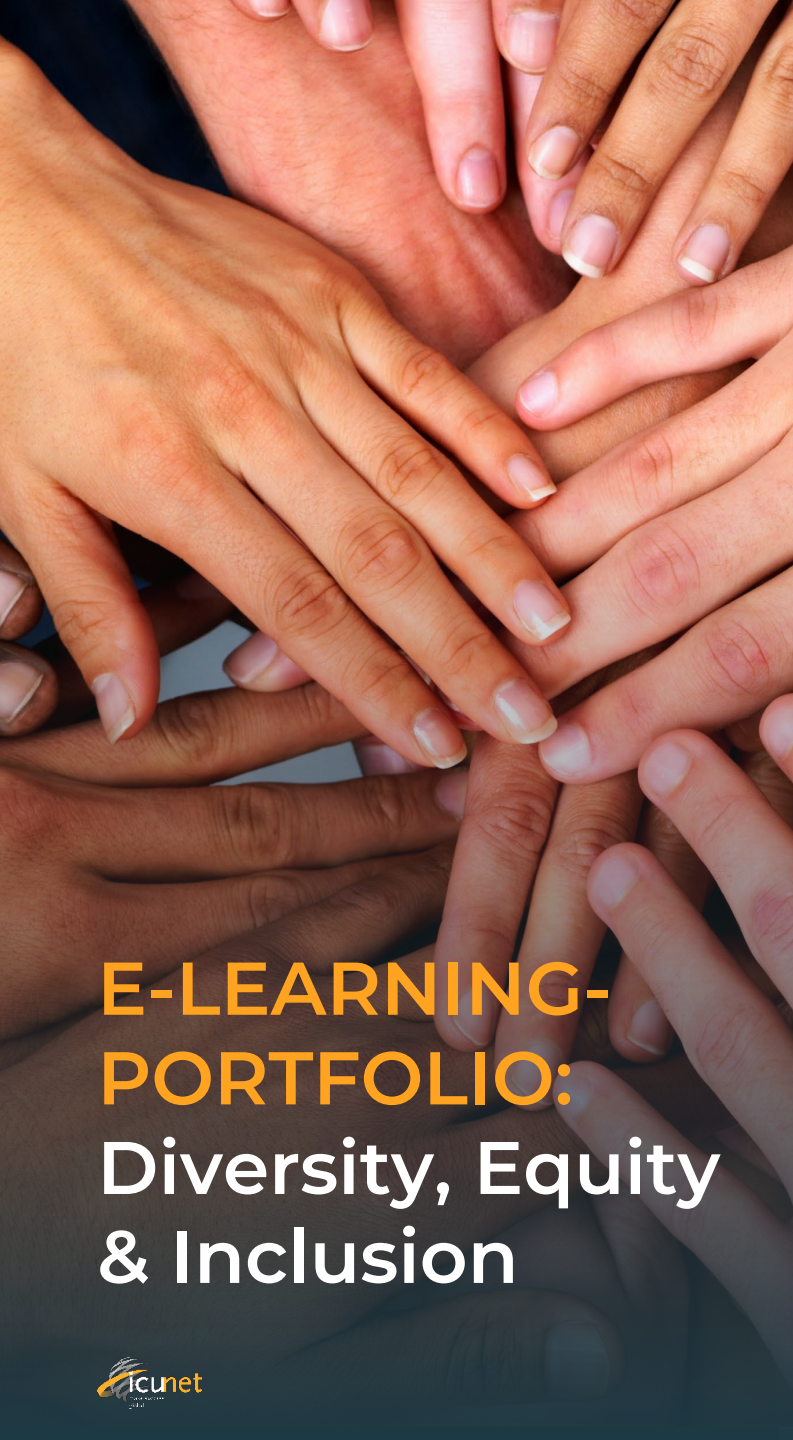
- **German**
- **English**
- Additional languages upon request



Flexible formats

We offer:

- **SCORM-package** that can be integrated into your LMS
- Access via our **learning platform**



E-LEARNING- PORTFOLIO: Diversity, Equity & Inclusion



Learning Nuggets that build communities

Flexible 15-minute microlearnings

 ~15 min

Together diverse

Diversity & Inclusion

What does Diversity & Inclusion mean and what does it have to do with me?

Unconscious Bias

A roadblock on the path to Inclusion

Microaggressions

"That's not what I meant" - recognizing and addressing Microaggressions

Inclusion Nudges

Building an inclusive community

Psychological Safety

Celebrating our mistakes: Psychological Safety & feedback as the keys to success

Allyship

Inclusion starts with me: Become active as an Inclusion Ally!

Deep-Dive for
employees

Breaking down Barriers (45 Min)
From Unconscious Biases to Inclusion

Deep-Dive for
managers

Inclusive Leadership (45 Min)

Leverage diversity and create Inclusion as a leader

Diversity dimensions

Cultural Diversity

Celebrating our diversity! How intercultural teams work together successfully

(Dis)ability Awareness

Who is our world made for?

Gender Diversity

Male/Female/Diverse? Understanding and Embracing Gender Diversity

Female Empowerment

Breaking the Glass Ceiling: The Potential of Women in Leadership

Age Diversity

Boomers, Millennials & Digital Natives: Appreciating Age Diversity

Neurodiversity

Seeing individual talents: Neurodiversity as an enrichment for every team!

Zero tolerance

Fairness First

Together against discrimination

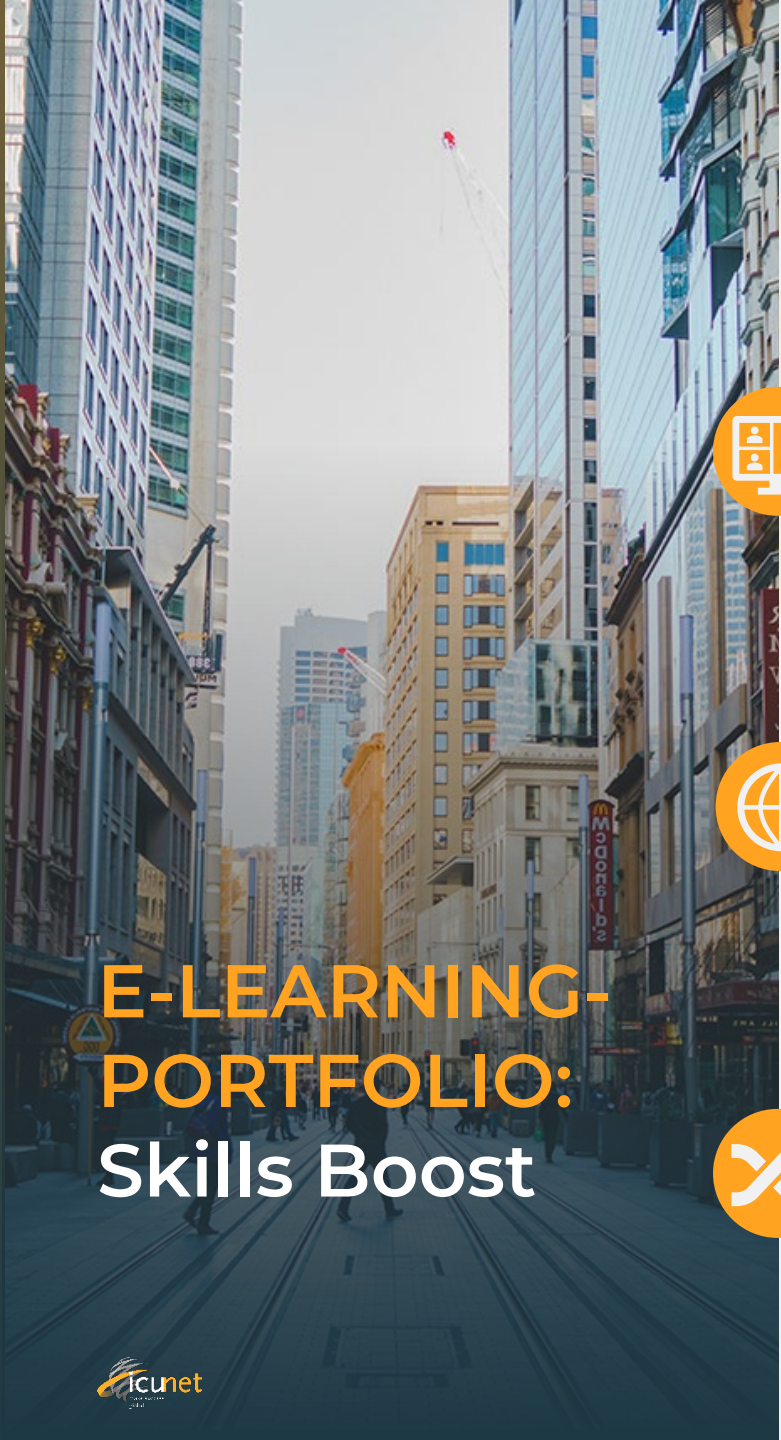
Zero Tolerance

No room for harassment

AGG - General Equal Rights Act in Germany

Understanding the legal foundations

* Your topic is not covered? Don't hesitate to contact us. We have an extensive portfolio in all areas, which we are constantly expanding.



E-LEARNING- PORTFOLIO: Skills Boost



Hybrid & Remote Work



Global Business



VUCA-World

Stay flexible with Learning Nuggets

Keep up to date with the fast-paced business world in just 15 minutes!

 ~15 Min

Hybrid Teams

Remote Leadership

Lateral Leadership

Feedback & Error Culture

Cultural Agility

Conflict Management

Intercultural Knowledge Transfer

Building Meaningful Relationships

Fit for VUCA

Emotional Intelligence

Changeability

Building Resilience

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Business culture around the globe

Stay current across borders with our 45-minute Deep Dives!



Europe

Business in **Germany**

Strategies for **Spain**

Immersed in the **Netherlands**

Exploring **Latvia**

No hindrances in **Hungary**

Turkey at a glance

Vive la **France**

Bella **Italia**

Prosperous in **Poland**

Discovering **Austria**

Up-to-date in **Sweden**

Inside the **UK**

Business-savvy in **Denmark**

All around **Romania**

Inventive **Estonia**

Asia

India introspectiv

Keep up with **China**

Tactics in **Taiwan**

Experiencing **Hong Kong**

Pakikisama in the **Philippines**

Within the Land of smiles: **Thailand**

Insights of **South Korea**

Business Intelligence: **Singapore**

Flawless in **Japan**

Remarkable **Russia**

Americas & Afrika

How the **USA** works

Amaze in **Argentina**

Chances in **Chile**

Canada on the rise

Exceptional in **Egypt**

Be ready for **Brazil**

Welcome to **Mexico**

Shine in **South Africa**

Key tools for the **UAE**

E-LEARNING-PORTFOLIO: Intercultural Competence



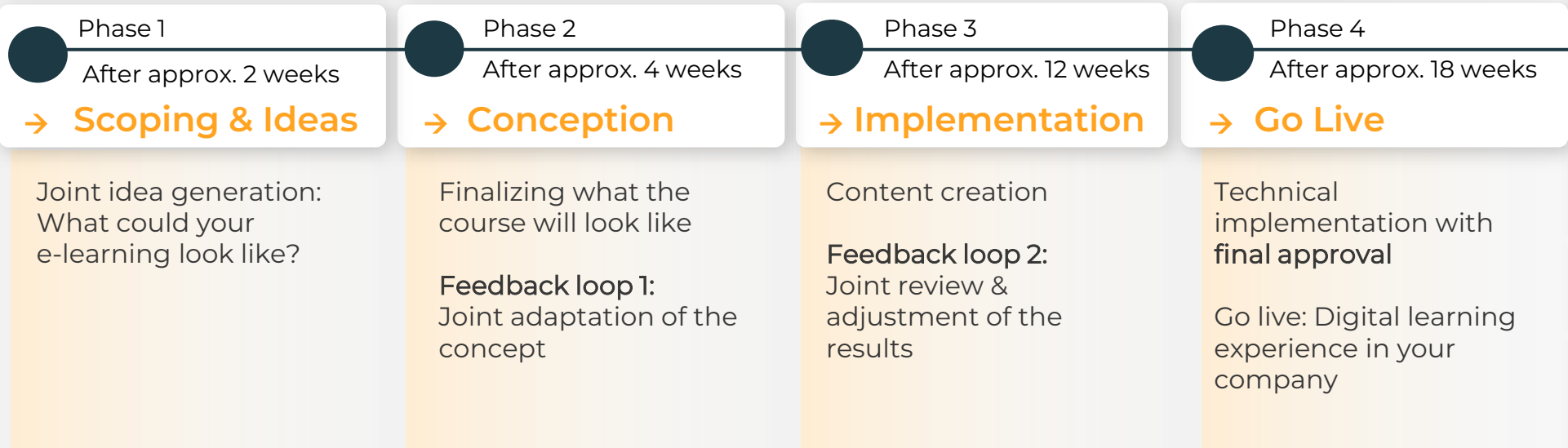
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Our tip:
For diverse teams

Cultural Agility
A toolbox for changing perspectives and creating awareness

Do you prefer an e-learning **designed to meet your needs?**

Our **co-creation process** for customized courses





Our References

E-Learning Portfolio



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DE&I Learning Journey

Audi, Marketing & Sales division, 4,000 employees

Timeframe:

January to July 2023

Target audience :

Employees and managers from all departments in the V division (Sales & Marketing), approx. 4,000

Formats:

- Web-based-trainings
- Workshops
- Team discussions
- Toolkits
- DE&I hour

Themen:

- Unconscious bias
- Inclusion nudges
- Psychological safety
- Feedback and error culture
- Micro messages
- Age diversity
- Neurodiversity

Feedback-Rating:

Average rating: 3,51 (Skala 1-4)
Average feedback: 87,75 %

Point of contact:

Seraina Mock
Qualification importer,
AUDI AG

Participant voices

„I often think to myself, 'Oh, DE&I again? Why is this still not something we take for granted? Why do we still have to talk about it?' and I find myself looking at DE&I in a very narrow way. But the training is broadening my own horizons [...]. Thank you for the great input!”

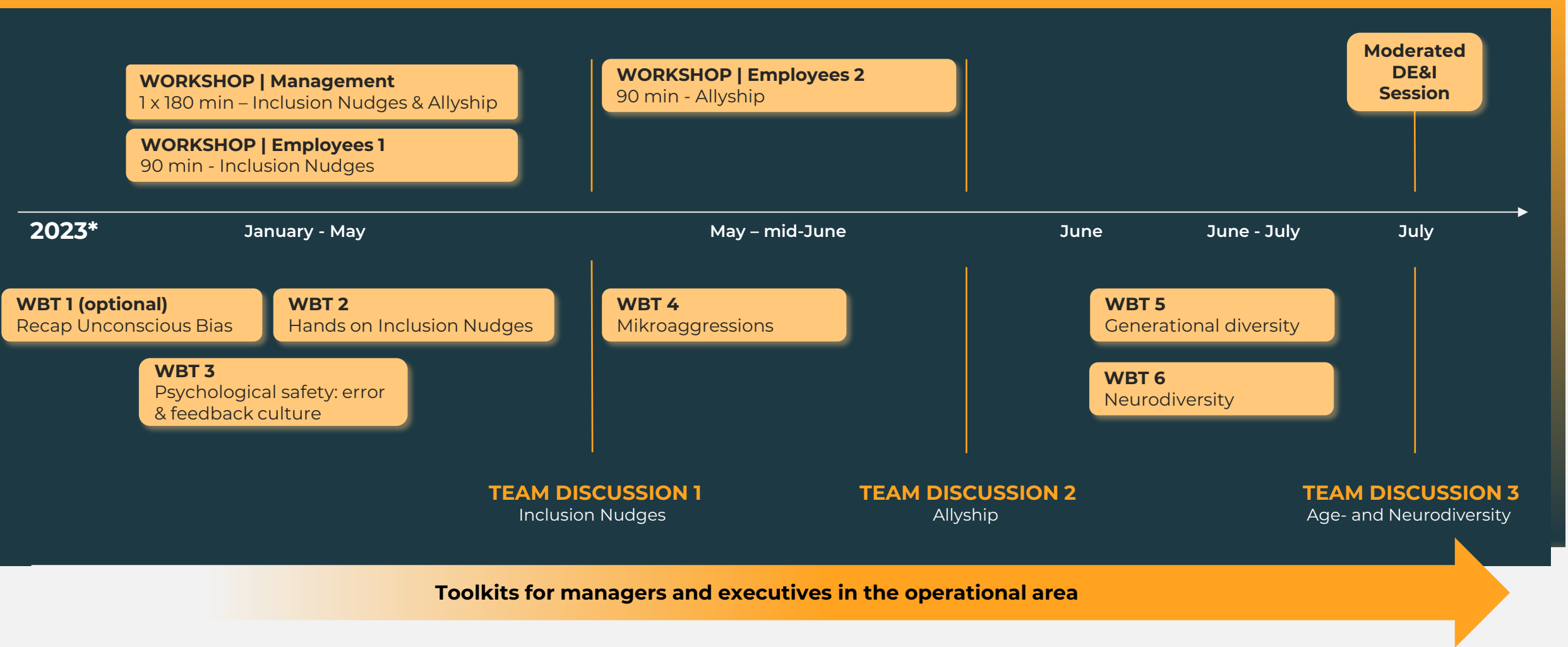
“The trainer [...] responded to the questions and comments in a very personal way and used examples to provide a very clear and practical in-depth look at the topics. The facilitation was very pleasant. Thank you very much!”

“The training was very interesting and another step towards getting DE&I in everybody's head. I hope that as many colleagues as possible will take part in this training in order to broaden thought patterns, which are sometimes very ingrained.”

„Entertaining, practical, interactive - top :-)”

DE&I Learning Journey

Audi, Marketing & Sales division, 4,000 employees



Study Abroad series for students

Science meets practice

i

Project: Customised e-learning course for students at Munich University of Applied Sciences in *preparation for stays abroad*

Get Ready:

Learn practical tools for a successful start in a foreign country.

1

Home Sweet Home:

Raise awareness of culture shocks and possible ways to deal with them.

3

Taking off abroad:

Learn to deal with challenging situations outside your comfort zone.

2

Using lessons learned:

Reflect on your time abroad and the opportunities offered by intercultural experiences.

4



Dr. Astrid Zimmermann



Project Manager Internationalisation 2.0, International Office - Hochschule München

“

A valuable opportunity for outgoing and incoming students to prepare for their stay abroad and subsequent return with the help of engaging e-learning programmes.

I am extremely proud of what we have achieved here in Co-Creation. We have received excellent feedback on the courses from both students and lecturers at our university.

”

„ Practical strategies & valuable resources” - EOS

Customer testimonials

i

Project: Customised e-learning course on *Diversity* for the EOS Group



Company-specific examples



Adaptation to customer CI



Incorporation of internal interview material

“

The resulting e-learning programme offers tremendous value to our employees. It provides practical strategies and valuable resources for breaking down barriers and creating an inclusive working culture.

Running the course at EOS has helped our employees to develop a deeper understanding of diversity and inclusion and to apply these values in their daily working lives.

We appreciate your expertise, commitment and professionalism. I highly recommend ICUnet and look forward to future projects with you!



eOs

Lukas von Lindern

International Consultant Culture,
People & Diversity, EOS Group

”

“We achieved our goal” - Zeppelin

Customer testimonials

i

Project: E-learning on
Unconscious Biases for Zeppelin



Integration of in-house
examples



Target audience-specific
design, including visual
language and tone of voice

“

With the e-learning course on unconscious bias we achieved our goal of raising awareness of DE&I issues among Zeppelin employees.

It adds direct value to positive and productive collaboration, raises awareness of diversity and a more inclusive working environment, and encourages employees to reflect on their own actions.

We highly recommend working with ICUnet - we appreciate their effectiveness, professionalism and DE&I expertise and look forward to future joint projects!



Dr. Stefanie Schäfer

Global Manager for DE&I,
Zeppelin GmbH

”

“Just what we needed!” – Otto Group

Customer testimonials

i

Project: Customised e-learning course on *Unconscious Bias* for the Otto Group



Conception of customer-specific examples



Specially developed toolboxes



Integration of internal interviews

“

Working with ICUnet on the topic of unconscious bias was a true co-creation.

With their extensive expertise and the company-specific requirements of OTTO and bonprix, we created an interactive digital learning path and a practical full-day training course for our colleagues.

The result is an enlightening, low-threshold offering that encourages self-reflection and arouses curiosity. Just what we needed! A collaborative experience that was both intense and fun. Thank you very much!



**bon
prix**

Kirstin Hahne

Manager Diversity, Equity & Belonging, bonprix

OTTO

Svenja Gerads

Project Manager
Diversity & Inclusion, Otto

“A reliable and innovative partner” – AOK

Customer testimonials

i

Project: Customised campaign to *strengthen diversity* within the self-administration of AOK Bayern



Production of interviews



Transformation of the interview material into animated informative videos

“

ICUnet.group has been a reliable and innovative partner for us in various constellations. The shared enthusiasm for the task and the determination to achieve results are obvious.

Stakeholder networking, cultural development and a commitment to diversity characterise our joint work and are important success factors. We never ran out of creative ideas for tailored solutions.



Dr. Irmgard Stippler

Chief Executive Officer
AOK Bavaria

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Advancing digital learning together.



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ICU Business Consulting GmbH

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