

WORKSHOP

The Road to Equality is through Equity!

"Why we need equal worth between feminine and masculine traits - regardless of whether the different traits are shown by a woman or a man."

We often measure masculine traits as this is much easier to measure than feminine traits. Imagine if we were able to balance for better and measure both traits - how much stronger would we be as an organization utilizing our collective power of traits all together. Would you like to dig deeper and find the healthy balance between masculine and feminine characteristics, regardless of which gender expresses them? Then this #FlyAsOne workshop gives you this opportunity. Understand the landscape you fly in today and get an inspiring new flight manual for an organization where we can be whole human beings expressing our full potential.

DIVERSITY ON A TRAIT LEVEL





Workshop program

- 14.00** **PART 1 – UNDERSTAND THE LANDSCAPE YOU'RE FLYING IN**
- The difference between equality and equality**
- Our brains are similar, but genders are treated differently.**
- We measure masculine characteristics – feminine qualities are often invisible.**
- Both men and women suffer**
- 15.30** **Break**
- 15:45** **PART 2 – CREATE A NEW FLIGHT MAP**
- We get what we measure.**
- Make the noticeable measurable.**
- Create a game board where all attributes are important.**
- FlyAsOne flight manual for equity**
- 16:30** **We end the journey**

About the FlyAsOne movement

FlyAsOne is about creating awareness and knowledge about the gender biases that keep us all in narrow gender boxes. Defined culturally as masculine traits belong to men, and feminine traits belong to women.

The latest research shows that our brain is the same.

- But the female sex is still mainly brought up for relationships and the male gender for justice
- But we know that both men and women contain both masculine and feminine characteristics



- But women are often only allowed to show feminine characteristics and men are often only allowed to show masculine characteristics, and we are judged accordingly.

We want to change this. FlyAsOne is an invitation for you to create a new game board,

- Where feminine and masculine traits have equal value - no matter which gender expresses them
- Where together we explore what happens when both feminine and masculine are allowed to flourish and bloom in the workplace, in the common social space and in life.
- Where you see how gender stereotypes limit both our own and others' opportunities for equality
- Where you get your personal KAI, Key Awareness Indicator, to take home, so you can navigate with full awareness of the importance of your characteristics, in the contexts you are part of

We promise you: Once you spot this "collective blindspot" we all have regarding who is allowed to express what, you can spot it and act. With your active voice, you have the key to help those around you see this imbalance as well.

And with your #FlyAsOne Flight Manual you and your organization will reach the highest altitudes.

Read more on LinkedIn #FlyAsOne.

See you soon!

About the facilitators:



Tina Monberg

Tina is a sought-after international lecturer. As the author of more than five books on new forms of relationship and collaboration, she has helped organisations and people to function in the multi-society of the future. Her books have been praised as mandatory reading for leaders. With her interdisciplinary background as a mediator, lawyer and psychotherapist MPF, she is able to inspire and show the way to a better world, where diversity is active and collaboration is a must.



Lisbeth Brix Bøggild

Lisbeth is a passionate enthusiast with a heartfelt desire to create a better world and increased organizational sustainability through executive coaching of managers and employees. Educated Cand. Scient. Adm. with focus on organization and labor market conditions. Has continuing education in e.g. project management, change management, Human Resource Management, Conflict resolution, Mindfulness Pro instructor in business and is certified in Stress & Dissatisfaction and test certification.

Endorsements

"A better knowledge of the equalworth of feminine and masculine qualities gives more courage to proactively use and possibly adjust one's characteristics and qualities as best as possible. As a manager and decision-maker, I will actively use this knowledge, and in the Management group we should be better at recognizing our different characteristics and qualities." Betina Jørgensen, Renewables Explorer Denmark, TotalEnergies

"A big thank you for the cooperation from here. It's really an important project that you have – so we were happy to support that. It was a super nice turnout with lots of dialogue with the attendees along the way – great!

I wish you every success in your future work on #flyasone." Karin Skipper-Ulstrup, GENDER Museum

Ombudsperson Mærsk Steen Erik Larsen and Business Executive & Board Member Rikke Flindt Bergstedt: <https://www.youtube.com/watch?v=i76BjRymUOw>