

Annual Report 2023

WOMEN EMPOWERMENT PRINCIPLES

UN WOMEN



GROOVIZ[®]

Grooving Innovation[®] for Business



Dear Partners,

we are delighted to announce that, on behalf of GROOVIZ we have signed the United Nations Women's Empowerment Principles (WEPs) in Oct 2023. By signing the WEPs, we are committing GROOVIZ to take bold steps to advance gender equality in our workplace, marketplace and community by focusing our efforts on developing GROOVIZ and our customers. Aligning with these seven principles, our priorities will focus on managing this process internal and external.

We will need to work together, across all Departments and Divisions with our partners, to ensure that we foster a truly inclusive, safe and productive workplace for all our fellow employees. We would like all of us to uphold the shared values of gender equality and women's empowerment. This is not only good for us individually, but also for the sustainability, innovation and productivity of our company.

Paul Weber & Dorothee Wiebe

Saarbrücken, Jan 2024



Turning obstacles into GROOVE.

People, Ideas, Processes.

#FUTURE CAN BE MANAGED.

- ▶ We support companies and organizations in transforming the pressure to change into future opportunities.
- ▶ Crossing familiar boundaries and breaking new ground: we are happy to challenge you. For people, ideas and processes.
- ▶ As a change expert and innovation coach, as a child of workers and academics and, last but not least, as a woman and a man: We use our multi-perspective focus for internationally active companies, medium-sized companies or social organizations. As an organizational consultant with a background in social sciences and a creative engineer with management experience.



Dorothee Wiebe

Paul Weber

We don't want to "advise" you. We will accompany you on your way.

Be at your side, as a coach, as a sparring partner, as a source of inspiration, as experienced managers, organizational and innovation experts. With impulses, know-how, communication and leadership skills. Let's go!

A CYCLE FOR DEVELOPMENT:



PEOPLE

With us, a common vision of the future, purpose and a new togetherness are created.

#CULTURE

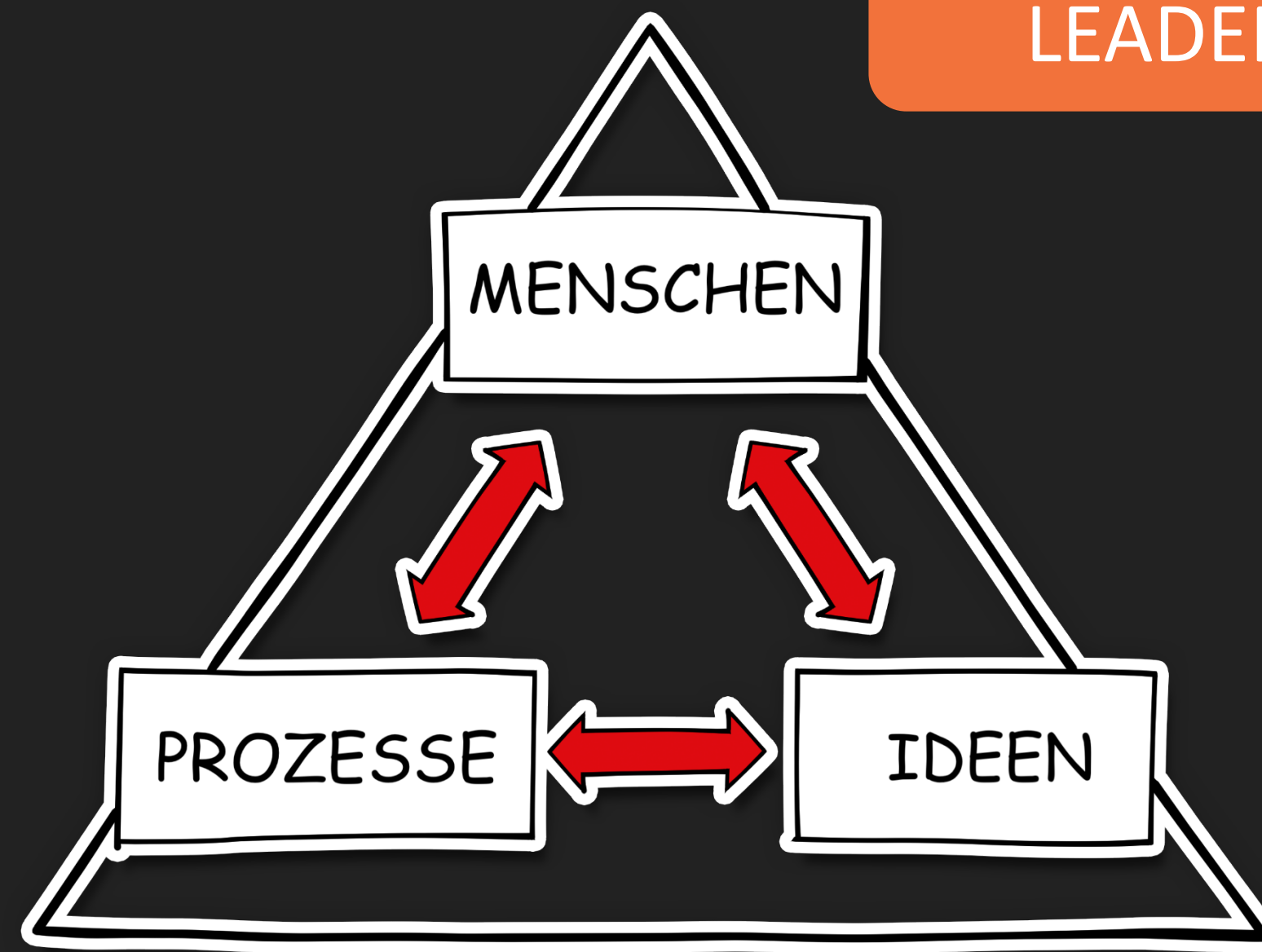
TEAM & LEADERSHIP



PROCESSES

We support you with new processes, agile formats and more. Step by step and close to people.
#WORKTOGETHER.

WORKFLOWS



IDEAS

"No problem, no solution." Innovations start with the problem. Innovation culture in the mind.

#INNOVATION

INNOVATION

WE SIGNED THE WEPS IN OCT 2023

- ▶ With our signatory, we have committed ourselves to making our contribution to gender equality in society and the world of work.
- ▶ By joining the WEPs community, we have announced our commitment at the highest level to developing sustainable business practices that empower and promote women.
- ▶ Our special goal is to embed the topic of gender equality in our work as organizational developers and to actively use our access to companies and organizations for this purpose.
- ▶ It is a matter of course for us to implement and continuously improve the topic of gender equality in all areas of WEPs, in our own company.

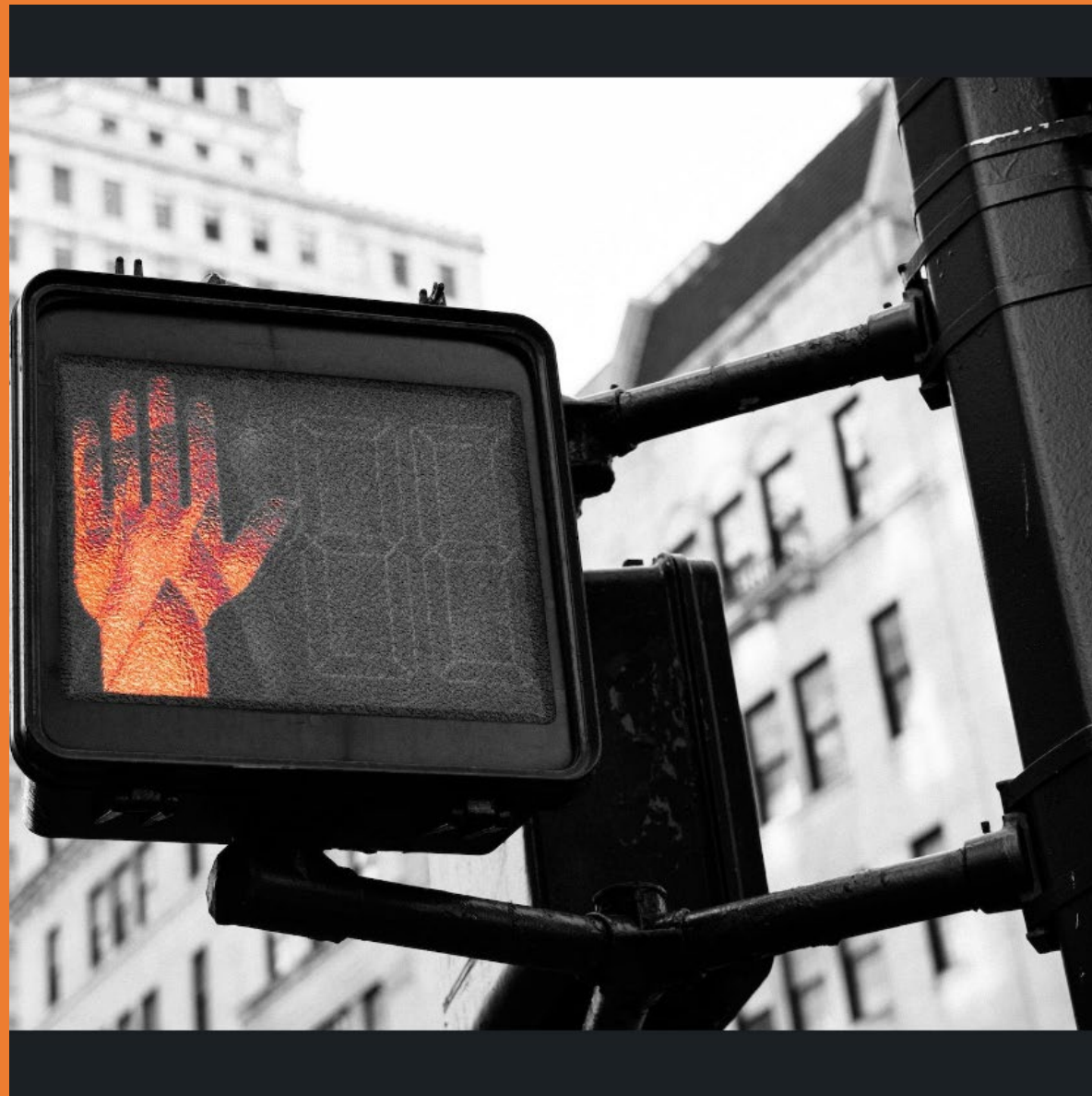
<p>1  PRINCIPLE</p> <p>High-level corporate leadership</p>	<p>2  PRINCIPLE</p> <p>Treat all women and men fairly at work without discrimination</p>	<p>3  PRINCIPLE</p> <p>Employee health, well-being and safety</p>
<p>4  PRINCIPLE</p> <p>Education and training for career advancement</p>	<p>5  PRINCIPLE</p> <p>Enterprise development, supply chain and marketing practices</p>	<p>6  PRINCIPLE</p> <p>Community initiatives and advocacy</p>
<p>7  PRINCIPLE</p> <p>Measurement and reporting</p>	<p>In support of</p> <hr/> <p>WOMEN'S EMPOWERMENT PRINCIPLES</p> <p>Established by UN Women and the UN Global Compact Office</p>	

WHAT WE ALREADY DID IN 2023

- ▶ We have participated in several UN WOMEN and UN Women Germany events to educate ourselves and make active contributions.
- ▶ We supported the UN Women “Orange the World” Campaign 2023 with several activities.
- ▶ We have held several rounds of "Let's talk about money" to ensure fair and unbiased pay for women and men in our organization.
- ▶ As a member of UN Women Germany, we are establishing a regional network #HeForShe.
- ▶ In 2023, we played a leading role externally in women's networks (including fempowerme.de), contributed to events as #HeForShe and committed ourselves as men and women to the topic of equality with various key notes.
- ▶ We have established contact with leading regional business associations in order to make the WEPs known and connectable for companies and organisations in 2024.

WHAT WE ALREADY DID IN 2023

- ▶ On social media and on our website, we have published a series of posts about the WEP's in order to contribute to their awareness.
- ▶ We advise and support companies in evaluating their own status-quo according to the seven principles. For this purpose, we have developed a specific “WEP check” with which we make highs and lows visible in the individual design fields. In doing so, we work together in a participatory and agile manner with the people in the company.
- ▶ We have started to build a regional #HeForShe network. To this end, we approached interested men from business and organizations to examine possibilities for joint commitment in 2024.

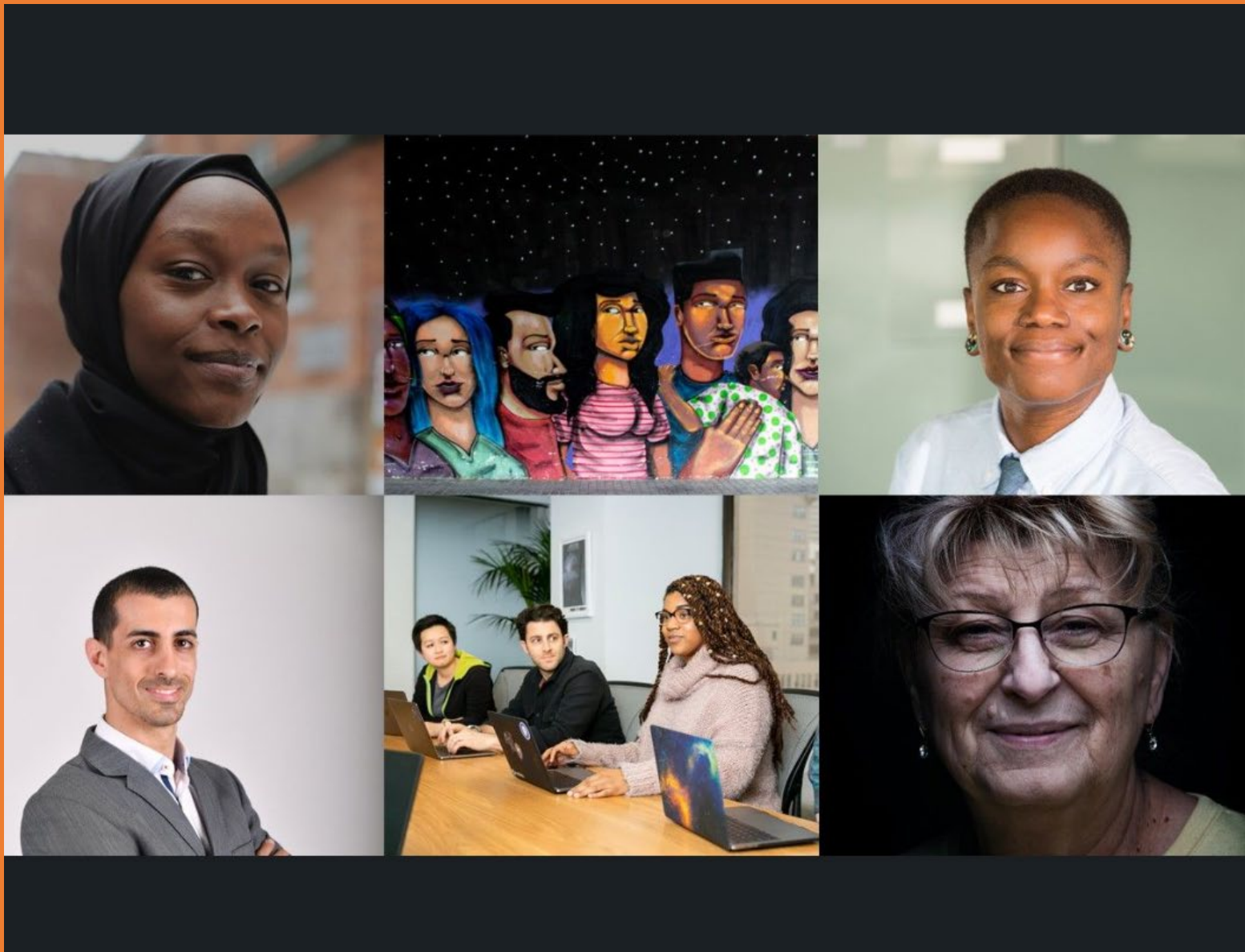


Paul Weber • Sie
Turning obstacles into GROOVE! (#transformati...
5 Tage • 4

Folge 4 zu den #Women's Empowerment Principles (WEP's). Heute Grundsatz 2: **safe and well-being of workers**

Bei Grundsatz 3 geht es um die **Wohlbefinden und die Rechte** zu gewährleisten. Während der meisten Unternehmen, die **Schutz vor sexualisierter Gewalt** selten offen kommunizieren, ist **Diskriminierung in Form von Belästigung** meist in Geschlechterstereotypen **kann offensichtlich, plus subtil sein**. Frauen zahlen **psychischen Auswirkungen**

Gefällt mir 451 Impressions



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Turning obstacles into GROOVE! (#transformati...
2 Wochen

Folge 3: #Women's Empowerment Principles
Heute Grundsatz 2: **at work without discrimination**

Dieser Grundsatz umfasst die **Schaffung einer Umgebung für Geschlechtergleichheit**, sondern gelebte Realität

Gleichberechtigung **erstreckt sich auf jede Ebene** geht um gleiche Chancen **und Aufstieg**. Vorurteile **berufliches Wachstum** behindern könnten

Gefällt mir 468 Impressions



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1 Monat • 1

Wenn Frauen mehr arbeiten möchten, geht es um **qualifizierte und gerecht bezahlte Arbeit**. Sie wollen nicht die "Ausputzer(innen)" der aktuellen Probleme auf dem Arbeitsmarkt sein. Es geht um Chancen, **Daseinsvorsorge**, Möglichkeiten und **Entwicklungspotenziale**.

Bezahlte Arbeit bedeutet **Status und Sicherheit**. Aber Frauen verdienen über ihr gesamtes Erwerbsleben **durchschnittlich 40 bis 45% weniger als Männer**. Damit einhergehend haben sie ein viel höheres Risiko der **Altersarmut** - nicht zuletzt weil fast 40% der Ehen geschieden werden.

Frauen verdienen in Deutschland im ... mehr anzeigen
Elke LIEB und 13 weitere Personen 1 Kommentar

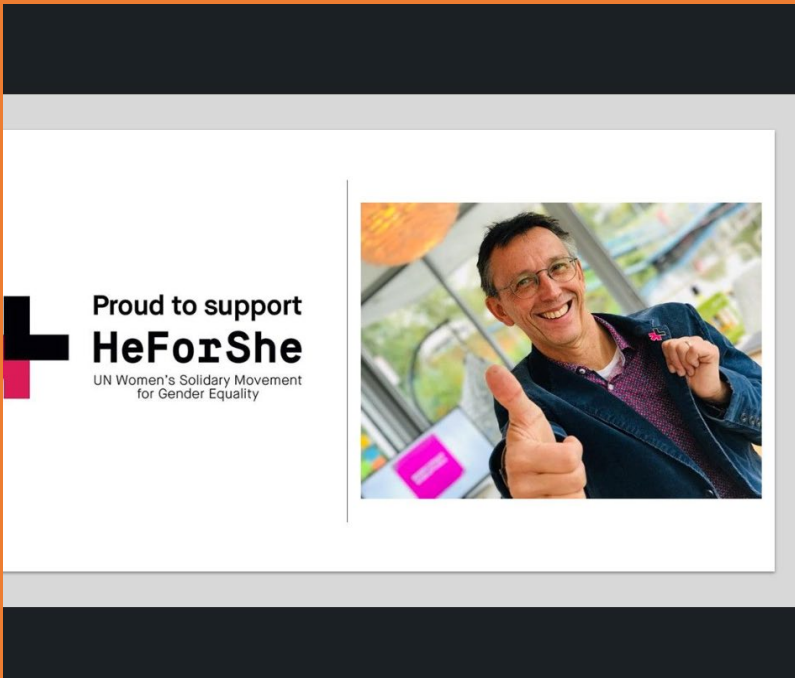
Gefällt mir 579 Impressions Analysen anzeigen



Paul Weber • Sie
Turning obstacles into GROOVE! (#transformati...
1 Monat • Bearbeitet • 5

"Mein Vater war mein Vorbild." In meiner gestrigen Key-Note zur Veranstaltung #empower2innovate des **East Side Fab.** zeigte ich nicht nur eine Zeitreise durch das Thema Gleichstellung, aktuelle Schwerpunkte und einige systemische Zusammenhänge, sondern sprach auch über meine eigene Zeitreise. Von den tradierten Rollenbildern meiner Kindheit als Bergmannssohn und dem Stereotyp "Mann und Vater als Haupternährer", dem ich als junger Erwachsener kritiklos gefolgt bin. Diese verkokerten und überholten Rollenbilder prägen unser eigenes Leben solange, bis wir sie in Frage stellen und über den Haufen werfen. Bei mir hat das lange gedauert und war mit einer längeren Lernreise verbunden. Heute bin ich mit Herzblut ... mehr anzeigen

Gefällt mir 11 Kommentare 1.236 Impressions Analysen anzeigen

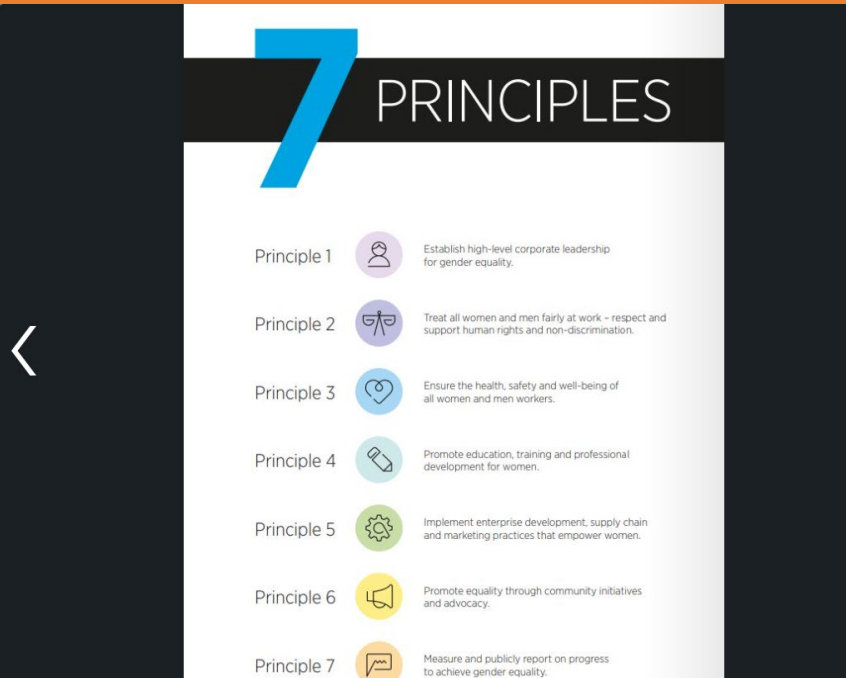


Paul Weber • Sie
Turning obstacles into GROOVE! (#transformati...
3 Wochen • Bearbeitet • 5

#HeForShe - Ich suche Männer (Jugend)Organisationen die **Gleichstellung** in einem neuen und **#RheinlandPfalz** mit mir wollen: Wärs't du gerne Teil d...

Die #HeForShe-Solidaritätsbewegung ist eine Leuchtturm-Initiative von UN Women, die internationale Plattform, die Männer einlädt und engagiert, die Arbeit zu ergänzen und eine Gleichstellung zu schaffen. Damit wird anerkannt, dass weltweit in allen Kulturen über ein hohes Maß an Macht verfügen über die Gleichstellung der Geschlechter

Gefällt mir 898 Impressions



Paul Weber • Sie
Turning obstacles into GROOVE! (#transformati...
2 Wochen

Folge 2 der #Women's Empowerment Principles: Heute Grundsatz 1: **Establish high-level corporate leadership for gender equality**

Grundsatz 1 fordert die **Ziele und Vorgaben festzulegen**, die Führungskräfte **anhand klarer Leistungsziele** nachzuhalten und zu machen.

Frauen und Männer ... mehr anzeigen
Gefällt mir 823 Impressions



Dorothee Wiebe (She/Her) • 1.

Kapitänin at FLOATING WORKSPACE Hausboot ...

9 Monate •



Morgen in Saarbrücken - noch schnell anmelden zum
3. femPOWERme ThinkTank: [#hewithshe](#)
MACHEN IST WIE WOLLEN, NUR KRASSER 😊

Das wird wieder außergewöhnlich ⭐
Bist du dabei?

Die Arbeitswelt ist im Wandel. Mehr Vielfalt und mehr
Gleichberechtigung soll her – und zwar möglichst
schnell!

Aber so einfach ist es scheinbar nicht.
Echte Veränderung geht nur gemeinsam: Ob
Kulturwandel in Unternehmen, Faire Bezahlung für alle,
gerechte Verteilung und Honorierung ... mehr anzeigen

32

2 Kommentare • 3 direkt geteilte Beiträge



Gefällt

mir



Kommentar



Teilen



Senden



**fem
POWER
me**

„Let's talk about money“

**4. Veranstaltung der Reihe
Think Tank Female Empowerment
26.10.2023, IHK Saarland, 18 Uhr**



Dr. Janet Wessler
More money, more time, more me!
„Muss“ bekommen eine zu „verhandeln“?
Die besten Praktiken aus der Forschung

1. Teil Zahlen, Daten, Fakten zu Gender Pay Gaps und Verhandlungen
2. Teil Video Übung
3. Teil Fragen zu Verhandlungen

**fem
POWER
me**

Ge.
mit



Proud to support
HeForShe

UN Women's Solidary Movement
for Gender Equality



Paul Weber • Sie

Turning obstacles into GROOVE! (#transform
3 Wochen • Bearbeitet •

#HeForShe - Ich suche Männer aus Wirtschaft
(Jugend)Organisationen die sich für mehr
Gleichstellung in einem neuen Netzwerk **#Saar**
und **#RheinlandPfalz** mit mir gemeinsam enga
wollen: Wärdst du gerne Teil der Transformation?

Die **#HeForShe**-Solidaritätsbewegung ist eine
Leuchtturm-Initiative von **UN Women** und eine
internationale Plattform, die Männer und Junge
einlädt und engagiert, die Arbeit der Frauenbew
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hohes Maß an Macht verfügen, dass sie in der I
über die Gleichstellung der Geschlec ... mehr a

33

2 Kommentare • 2 direk



Gefällt
mir



Kommentar



Teilen

S

898 Impressions

[Analysen](#)

UN WOMEN DEUTSCHLAND MITGLIEDER FORDERN...

UM GEWALT GEGEN FRAUEN ZU

BEENDEN, BRAUCHT ES MÄNNER

MIT NEUEM BEWUSSTSEIN,

DIE SICH AKTIV DAFÜR EINSETZEN.



UN
WOMEN
DEUTSCHLAND



WHAT WE PLAN FOR 2024

- ▶ For 2024, we are planning an information event on the WEPS with a Chamber of Commerce and Industry in cooperation with UN Women Germany.
- ▶ We will refine our current WEP check to make it easier for companies and organizations to understand and access the design fields of the WEPs.
- ▶ We try to break through language barriers: Almost all information and working materials of the WEPs are in English. We know that this can be a hurdle, especially for smaller companies (KMU). We want to counter this with advice, support and assistance.
- ▶ We will continue our own commitment to further developing knowledge and skills around the topic of equality.



"You can't not communicate."

GET TO KNOW
DOROTHEE WIEBE
BETTER.

DOROTHEE WIEBE IS...

- ▶ Courageous founder: started her own business during her studies and would still prefer to fail with a dream to repent as reason
- ▶ Fireworks: Always comes up with something new, touching and thrilling for moderation and workshops
- ▶ Communications professional: with 20 years of experience in advertising and communication agencies
- ▶ Responsible: for business and people in three of our own companies. Lives mindful interaction with nature and in togetherness
- ▶ Captain: of the FLOATING WORKSPACE Courage – a houseboat on which teams set sail and topics get into the flow
- ▶ In love: with agile work hacks and methods for new ways of working, collaboration in a team – with and without tools
- ▶ Networker: Makes connections and loves the moment when the spark jumps and 1 + 1 becomes much more
- ▶ For: more vitamin "F" in business and co-founder of femPOWERme.de, the network for diversity and femininity
- ▶ Creative: Thinks in images and always wonders how a message best reaches the recipients
- ▶ Entertainer: Loves the excitement before and the moment on stage
- ▶ Agile organizational companion with passion. With training in the Workshop for Collegial Leadership in Hamburg and Future Leadership training in the intrinsify network

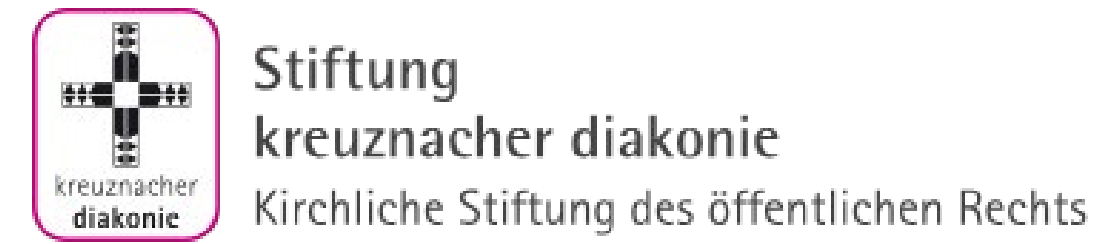
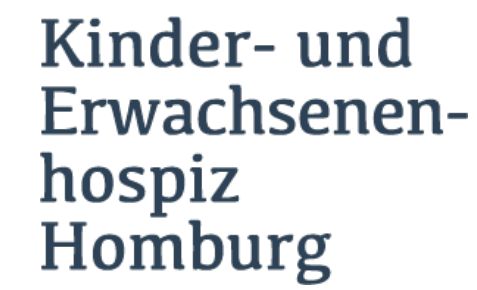



"A change of perspective is always good!"

GET TO KNOW PAUL
WEBER BETTER.

PAUL WEBER IS...

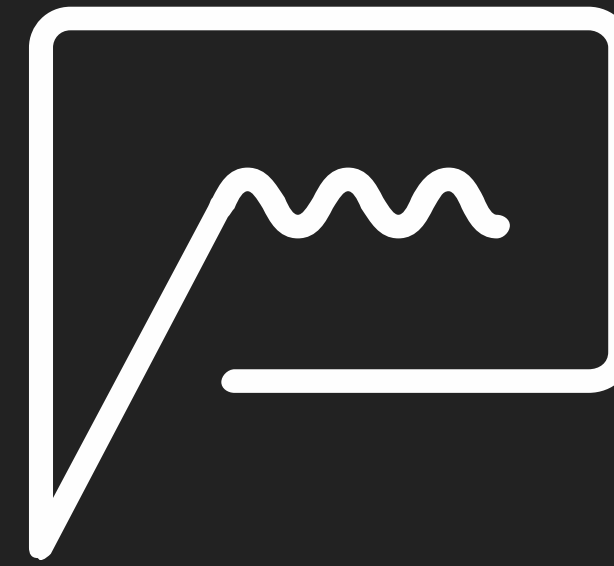
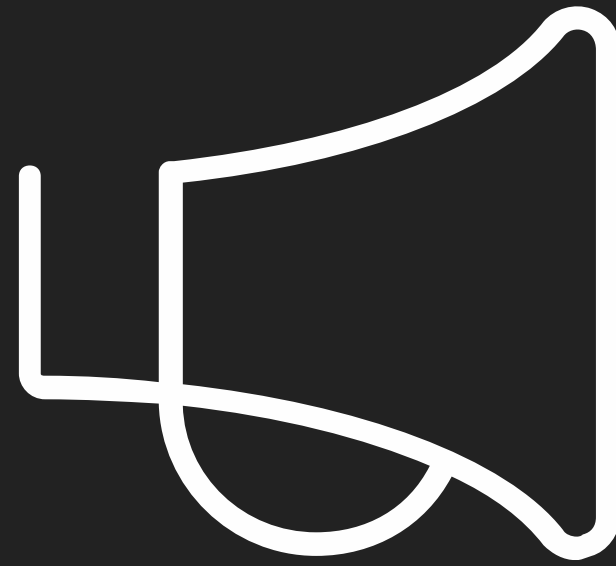
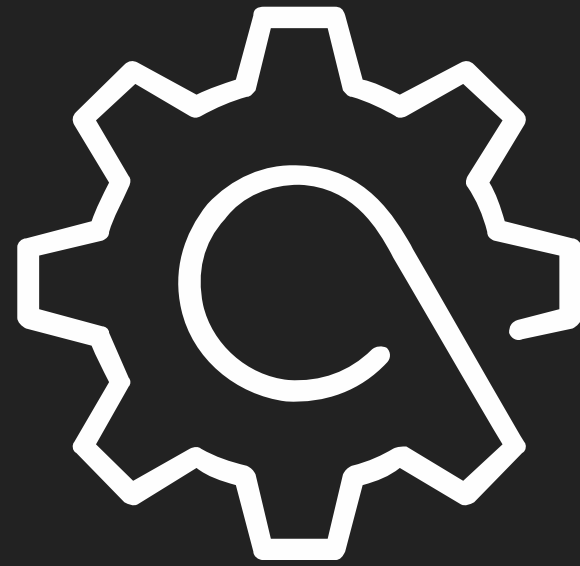
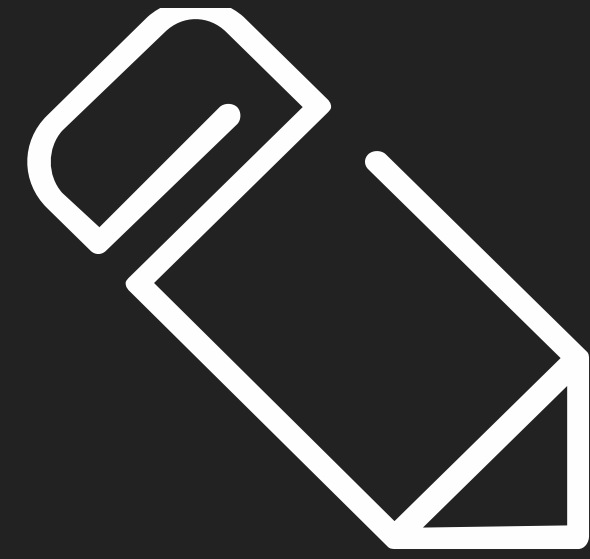
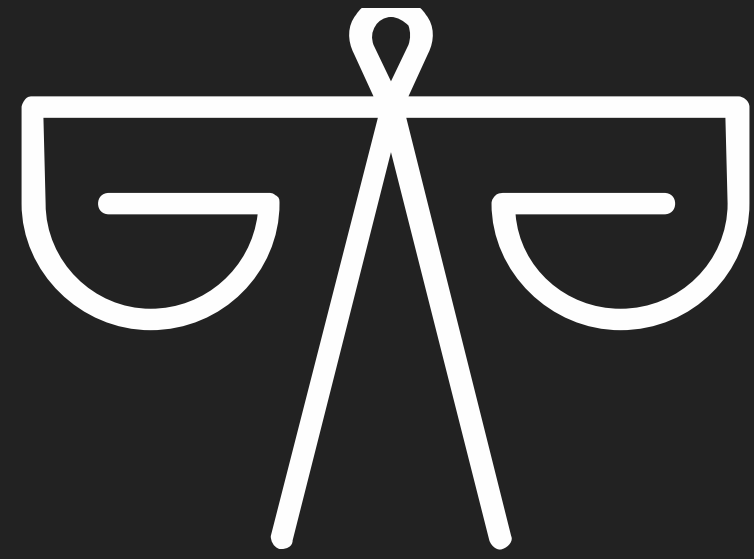
- ▶ Agile innovation expert/consultant – strategically and methodically experienced.
- ▶ Innovative: As a graduate engineer, he can look back on many technical and process innovations.
- ▶ Experience: Has managed countless projects as an engineer and executive but has also steered companies as a top manager.
- ▶ Implementer: "Doing is like wanting, only more blatant."
- ▶ Explorers: Optimize and break new ground. What could be more exciting?
- ▶ Unconventional: Loves paths off the beaten track. Not only in his passion for trekking ...
- ▶ Solution finder: "Give me a problem and my head starts working..."
- ▶ Uncomplicated: Enjoys working with people: open, empathetic and with a sense of humour.
- ▶ Mindful: Many years of his own personality work have permanently integrated mindfulness into his life.
- ▶ Amateur musician: Paul has been playing guitar since his youth and has released two CDs of his own compositions.





**DIFFICULT
ROADS
LEAD TO
BEAUTIFUL
DESTINATIONS**

We enable teams to accept the complex world of the future and master it together in an agile manner. It's always about people and about the relationships between these people. Equality, knowledge and understanding about can help to improve relationships. Therefore, we are highly committed to incorporate equality and diversity not only in our own company but also in our work as consultants.



In support of



**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

GROOVIZ[®] grooving-innovation[®] for business

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