

## “What’S uP” - Newsletter Summer 2015

June 2015

Dear former interns,

It is once again time for the summer 2015 edition of the Schlegel und Partner Interns’ Newsletter “What’S uP”. We have a variety of topics in this issue, which will particularly focus on diversity in the business world and, of course, on what is happening at SuP.

First of all, SuP received two quality labels from kununu, a German employer assessment platform. We will then discuss some topics dealing with diversity – both as a part of corporate culture and how it is lived out here at SuP.

Last but not least, we will cover some recent changes here at SuP. Donald, a former intern who became a Consultant, will share his experience of starting his career at SuP. Thereafter, we will briefly introduce several new SuP employees.

We hope you enjoy the read and we are looking forward to your feedback.

Yours sincerely,

The Schlegel und Partner Team

## SuP honored with two quality labels from kununu

We recently received two esteemed quality labels from kununu, a platform on which employers can be assessed and reviewed. kununu is owned by Xing, a social network for professionals.

SuP was labeled as a “Top Company” by receiving highly positive overall ratings and as an “Open Company” for treatment based on frankness and transparency of all applicants and employees.



Only 6% of all companies reviewed on kununu are able to be approved with this “Top Company” label.

The “Open Company” label is an even more distinctive recognition. Only 1% of all the assessed companies on kununu are acknowledged with this quality label.



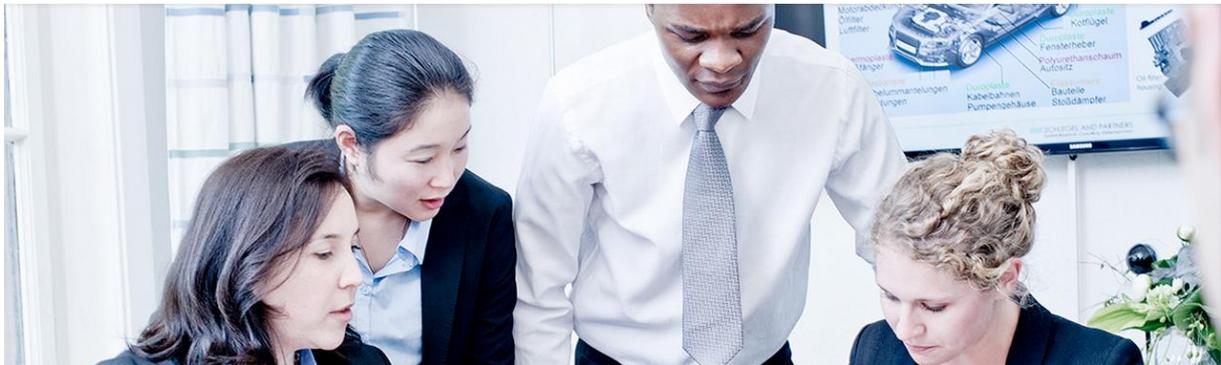
**Have you had a chance to evaluate SuP on kununu? We would highly appreciate your assessment.**

For more information please visit our [Schlegel und Partner profile](#) on kununu.

## Diversity as a part of corporate culture

Diversity management is an active part of human resource strategy. It creates a basis for a non-discriminating corporate culture and therefore enables the creation of a working environment in which all employees experience satisfaction, motivation and integration. Accordingly, numerous studies have shown that today's graduates prefer a multicultural working environment. The combination of various academic disciplines and cultural backgrounds can be an important asset to any company.

Diversity in perspectives, methods, experiences, knowledge and skills stimulates learning from each other and it promotes positive impulses. This forms a source for creativity, innovation and problem-solving skills thus becoming a driver for the development of new products. Being open-minded to diversity and the spirit of change is an ambitious part of corporate culture. Diversity management in terms of social diversity is a worthwhile investment.



Diversity management has been an important principle and one of SuP's corporate values for a long time. **What has been your experience in other companies?**

Share your thoughts with [Natalie.Mikulic@SchlegelundPartner.de](mailto:Natalie.Mikulic@SchlegelundPartner.de)!

## Diversity as a corporate value - what is its importance and how is it lived up to?

Whether in the media, as a new study program or as a part of corporate culture, diversity management has become a significant part of entrepreneurial thinking and acting. Diversity management is frequently found in companies' corporate values and defined in their guiding principles. Therefore, it can be seen as a framework for working together, both internally and externally.



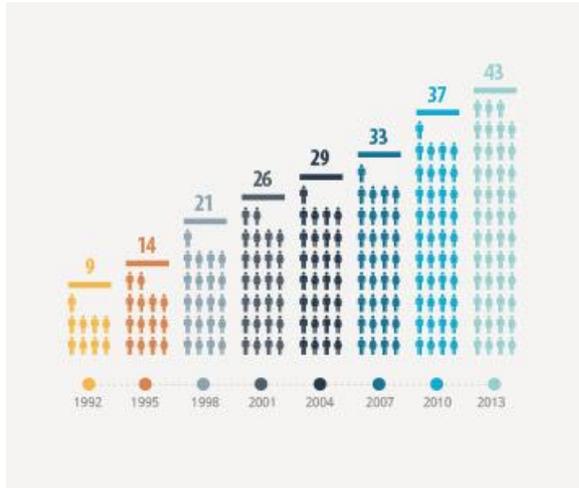
The diversity management of teams plays a key role in today's companies. In addition to mixed-gender teams, teams with diverse cultural backgrounds, different disciplines and international experiences are perceived to enrich the collective work. However, a critical review can't be avoided: is diversity actually lived out in real life? Or is the diverse composition of teams and work just a good theory that is never a living value? Are female and male employees as well as employees of different nationalities equally encouraged and challenged?

Yes, at SuP we do so.



At SuP, the teams are not only mixed from different academic backgrounds but with different cross-cultural backgrounds. Additionally, the executive positions at SuP are staffed with a remarkable high ratio of female to male leaders. So, we can say that the principle of versatility is not only a written and anchored value, but realized and lived out in all areas at SuP. Read more about how diversity is lived out at SuP in the following statistics.

## Some statistics...

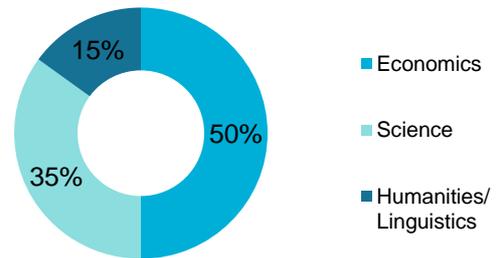


As a growing company with more than 40 employees from 14 countries who speak 22 languages, SuP is characterized by a diverse working culture. This spirit can be perceived everywhere.



### Schlegels by field of study %

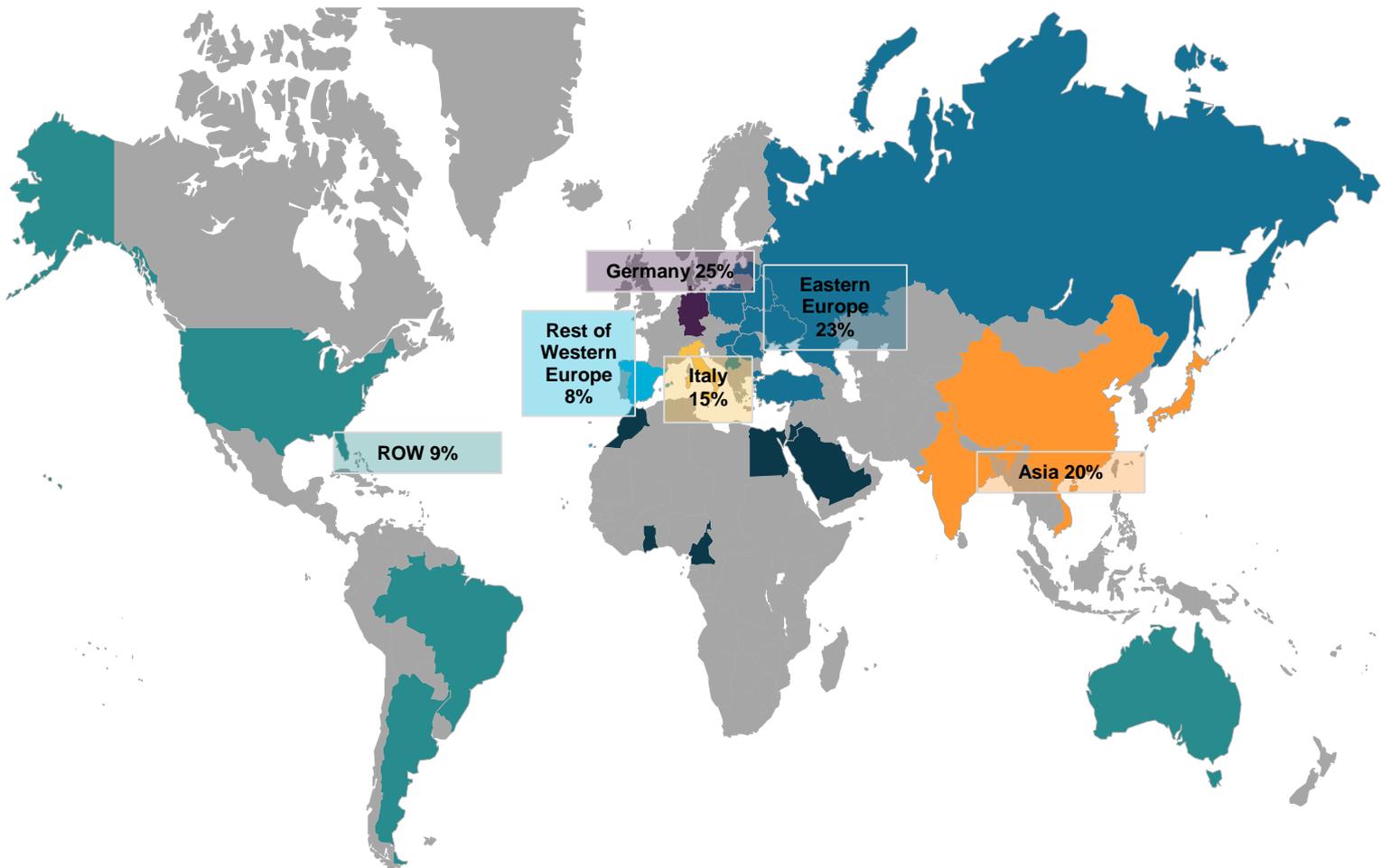
All Schlegels not only have a diverse cultural background, but also differing educational backgrounds, disciplines and personal expertise. This enriches the projects as well as the corporate culture through an intercultural and interdisciplinary approach.



## Mapping SuP Interns' international origins

Internationality and diversity are key strengths of Schlegel und Partner and that is definitely reflected onto its interns. You realize from day one that you are in an international atmosphere that provides an opportunity for enriched knowledge about different cultures and traditions.

In the illustration below, you can see the parts of the world from which interns came over the last three years.



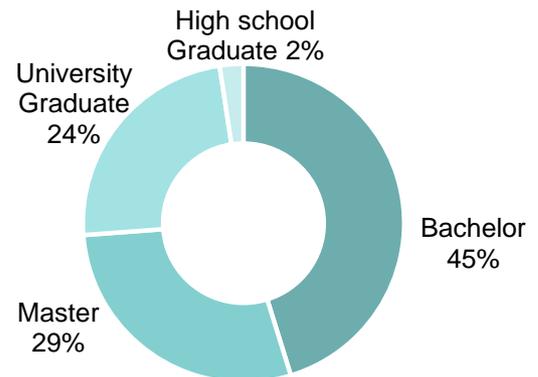
## What do statistics say about SuP interns?

The charts below give some insight into the diversity of interns who have completed their course of study before their internship at Schlegel und Partner. See where you fit in this continuous stream of young professionals who are taking the first step into their career.

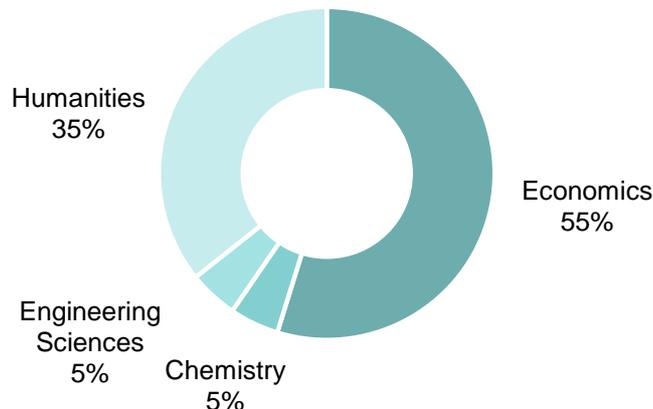
**Interns by gender  
(2012 - 2014)**



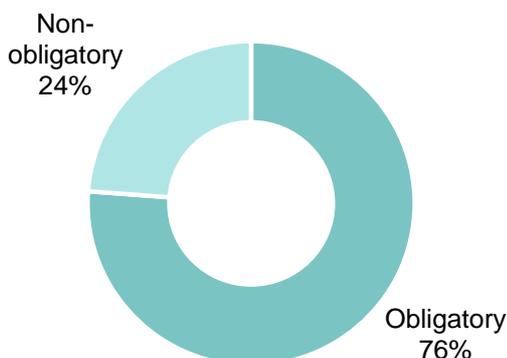
**Interns by study level  
(2013 - 2014)**



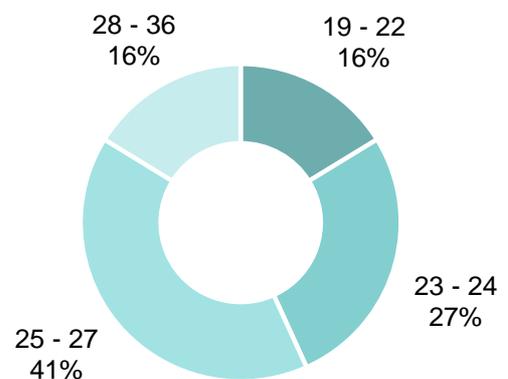
**Interns by course of study  
(2013 - 2014)**



**Interns by type of internship  
(2013 - 2014)**



**Interns by age group  
(2013 - 2014)**



## Teambuilding and Skill-Building in the kitchen: When the kitchen is much more than just cooking

“And you have an hour to cook for 30 people”... I was worried sick after hearing that on the first day as an intern at SuP. As far as my experience had shown, a standard meal for four people already takes around an hour to prepare. There is so much to get done: washing, chopping, marinating. At that time, the confused and skeptical me did not know that just a month later I would enjoy and learn so much from these tasks.

After all, it is not just about being a chef, dragging yourself into the kitchen or skillfully dashing the oil and salt- it is about team building, a core concept for any working culture



in which teamwork plays a role. According to the organizational psychologist Mr. Eduardo Salas, an acclaimed Professor of Psychology at the University of Central Florida, team building consists of the following four components:

**Goal setting, interpersonal-relationship management, role clarification and problem solving.**

Goal setting: The goal is to bring diverse international cuisine to the table and if we manage it well enough, there will be some tasty leftovers for the intern get-together on Friday. It is not as easy as it sounds, when the budget is constrained.

Interpersonal-relationship management: Cooking in a group of two requires good cooperation and the selection of the most suitable recipes. In an international environment, it does not only require interpersonal skills but also intercultural ones. Open communication is the oil to get the machine functioning smoothly.

Role clarification: When the roles are well clarified, the assistant should trust and respect the head chef, even if the assistant might be more knowledgeable than the chef.

Problem solving: Problems arise everywhere and in every phase of the kitchen project encompassing everything from the search for a specific ingredient for a distinctive specialty or being paired with a substitute teammate at the last minute. Gradually, we are able to build up the optimal strategies. We count on our own communication and tolerance to find solutions to keep moving the wheel forward.

As interns are distributed in different departments, **the social interactions** in the kitchen are chances for us to get to know each other and develop bonds. As an old saying goes: **“Love comes through the stomach.”** Schlegels benefit from diverse cuisines and interns develop themselves from both the kitchen challenges as well as a full stomach. Everybody wins!

## The SuP Melting Pot

The tradition of having lunch together has a long history at SuP. Interns and employees meet on certain days of the week in the kitchen to cook, eat, talk or exchange. The project is a very good example of how personal, cultural and culinary differences can be merged at SuP in one global pot. The result is a menu of diversity from all around the world.

All of the diverse eating habits, personal beliefs or religious affiliations of the employees are taken into account. Everyone is welcome, regardless of whether they are meat eaters, vegetarians, vegans - or those who are fasting.

In my opinion, this tradition of joint preparation is not only economic; it is a major human factor in the company.

The employees and the trainees from different departments can talk while eating and informally chat as they cook together sharing their experiences in the company. This relationship factor is especially important in a company where teamwork is essential for success and particularly when colleagues are spread over several houses.



Many thanks to all who have participated in the project and a sincere compliment to the kitchen.

## Interview with a “new old” Schlegel (Donald F. Fonko)

### 1. A short presentation about you... What did you study? In which department did you work in SUP as an intern before becoming a part of MB?

I am 27 years old; I studied International Business Administration and Foreign Trade at the University of Applied Science in Worms. Before becoming a Junior Consultant at SuP, I did my internship and wrote my master's thesis here in the CT department. Last month, I finally submitted my master's thesis to close this university-related chapter of my life and started working at SuP. I think I had always been around for the last 16 months.

### 2. What did you particularly like as an intern at SUP?

From day one, I was immediately involved in ongoing projects and I particularly appreciated the availability of other more experienced SuP members to help when needed.

### 3. What motivated you to apply at SUP?

The diversity of topics I dealt with as an intern- for someone who likes learning new stuff like me, it made the decision easier. As I mentioned earlier, I had been around for my internship and my master's thesis and I liked what I was doing, so it was the next obvious step for me after my studies.

### 4. In what ways has it been different to work for SUP as a consultant than as an intern?

Several things are different- from the nature of your tasks and your involvement in projects to your responsibilities regarding a given task.

### 5. Back to our focus: "cultural diversity". Could you tell us how the working world in Germany culturally differs from the working world in Cameroon? (Interpersonal, working, after work, etc.)

Talking about cultural diversity, the gap is huge. In Cameroon, we have a high power-distance culture, which is unfortunate because it slows down the speed of inquiry responses. The work itself is similar to that in Germany, but unlike Germans, punctuality is not a shared value. Being late is common and people are quite used to it.

An example regarding punctuality at casual after work or any event: if you want people to be there at 5pm, you should tell them to come at 3:30 or 4 pm in order to actually have them there at 5pm. Besides that, we share the same need for bureaucracy and lengthy administrative procedures.

### 6. In conclusion, would you like to say anything to your previous intern colleagues? ... Because now is your chance! 😊

Well I hope everyone is doing well and I look forward for the next WM to see some of you again ;) joking ;)

## What'S uP and what's new?



Last but not least, during the last few months we have welcomed several new Schlegels on board:

1. Dr. Karsten Wasiluk is an economist and has a doctorate in technical change. He joined FT.
2. Fabian Gabor studied Economics and will be supporting the MB team.
3. Donald Fosso Fonko, our well-known former intern, finished his Master Studies in Business Management with a SuP project. He began in MB as well.
4. Ahmad Sisouno studied Business and started in NBD.
5. Dr. Vysakh Prasad did his doctorate in chemistry in Münster and only recently began in CT.

Follow us and stay informed about the fresh trends and developments in the industries of your choice. Also feel free to share SuP articles via your Social Networks.

Homepage: [www.schlegelundpartner.com](http://www.schlegelundpartner.com)

To unsubscribe, please click [here](#).

© Schlegel und Partner 2015