Gender-Collage

Target group(s):	All employee groups

Target:
- To raise awareness for the diversity of gender roles
- To impart knowledge on the social differentiation dimensions of gender
- To raise awareness for different approaches in gender-homogenous working groups
- To recognise the significance of the gender-heterogeneous composition of working groups for cooperation in organisations

Method: Production of a collage in gender-homogenous working groups

Task: Create your "ideal" male boss / your "ideal" female boss by using the available newspapers, journals and cards, drawings and other artistic means (works council, colleague, the ideal (leadership) team, etc.).
Allocate features to your collages!

Evaluation: Presentation of collages in the plenary, exchange of opinions and discussion on:

a) the production process
b) differences and commonalities of the findings of the gender-homogenous groups

It is important to name the criteria for the arrangement of a leadership team, for instance, and to analyse the gender aspects in the context of this arrangement in more detail.

Time: 30-45 minutes for production of collage
30 minutes for evaluation

Materials: Various newspapers, pictures, photos, cards, glue sticks, scissors, pin boards covered with wall newspaper, different-coloured markers

Evaluation on the pin board

Criteria	Gender aspects
Representation of countries	Gender-equal team
Content-related competence	In case of an odd number (e.g. 3 or 5), more women or more men should be added to the leadership team – the decision should consciously favour of more women
Management competence	Men represent men Women represent women
Consider target groups	What roles are allocated to men, to women?
Image of the organisation	Public relations work tends to be allocated to women
Heterogeneity	
Clear guidance / leadership	
Hierarchies	
Decisions	
Informal and formal power structures	