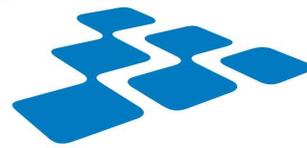


# Delivering on diversity



# PRINOVIS

When it comes to Diversity Development there is only one company Prinovis UK turns to – that's Skills 4.

A partnership which began in 2013 has flourished with excellent results following the delivery of training to both female and male employees by Skills 4's founder Jayne Little.

The Skills 4 Career Development Programme for women was the first training introduced at Prinovis to 10 female employees identified as having potential to progress in the company.

HR Director Vicci Tatton said: "The feedback from the delegates was great but the real impact was seen in the promotions and leadership journey of over 50% of those who were on the course in the following few years."

Prinovis now has its first female Senior Operations Manager while one of the delegates, Anna Urbanik, who has been promoted to Finance Manager placed emphasis on the value that the Career Development Programme has had on her success.

"Anna is a great example of the success of the training," said Vicci. "She featured in a video we produced when we were shortlisted for an award and she referred specifically to the programme, how it has changed her perspective on her career, acted as a catalyst and really boosted her confidence.



"We actually lost four of the delegates to bigger roles at other businesses after the training, but any organisation has to accept we are not going to accommodate everyone's aspirations. To be able to see so many women progress within Prinovis and elsewhere is very satisfying."

Prinovis UK's Leadership Excellence Programme was shortlisted for the Training Journal's best leadership development programme award in 2017, highlighting the importance the company puts on training.

Founded in 2005 as a merger of the gravure operations of arvato (Bertelsmann), Axel Springer and Gruner + Jahr, Prinovis is now part of the Bertelsmann Printing Group.

It has production sites in Ahrensburg, Dresden and Nuremberg in Germany ([www.prinovis.com](http://www.prinovis.com)) and Liverpool. In addition to the corporate headquarters in Gütersloh, Prinovis has an office in Paris. In total there are 2,300 Prinovis employees.

The Bertelsmann Printing Group comprises all of Bertelsmann's printing operations: gravure and offset printing plants in Germany and the UK as well as offset and digital printing facilities in the U.S.

It brings together a broad printing and services portfolio, extending from marketing services,



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creative and content services; data services; prepress, printing and post press services; to comprehensive logistics and customer loyalty solutions.

Another output from the Career Development Programme undertaken in Liverpool has been the creation of a women's advisory group which regularly report to the board of directors – providing a voice to all female employees on issues affecting them in the workplace.

“We have done some fantastic work with Skills 4,” said Vicci. “Our workforce is 90% male and Jayne Little delivered Unconscious Bias training to every person in a leadership position. Our team is very mature and professional. They got a lot out of it and now as a result Unconscious Bias training is being piloted throughout Bertlesmann's European operations.”

Vicci then worked with Jayne to develop a bespoke module on Leading Diverse Teams as part of Prinovis UK's wider leadership development programme.

Increasingly diverse workplaces require leaders and managers to demonstrate enhanced empathy, communication and people-management skills internally, as well as increased flexibility and diverse more thinking and rapport building skills to produce more positive client relationships and business outcomes.

With both clients and workforces becoming increasingly diverse, as well as the increase of legislation around diversity and inclusion, successful businesses today need to be more culturally competent.

“I asked Jayne to develop the programme and she delivered,” said Vicci. “She is extremely knowledgeable, passionate about her subject and able to connect with her audience.

“She listened to what we required and the results have wowed me. We have 17 employees doing the module and it was fair to say there was a little bit of skepticism at first, but the feedback has been outstanding. They have all said it has helped increase their understanding of diversity and how they can promote inclusivity to get the most out of every member of the team. It is probably the best result we have had from any training we have done so far.

“Jayne has become a good friend, colleague and has ensured our training is in safe hands. Diversity Development means Skills 4 for Prinovis UK”.



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please visit [www.skills4uk.com](http://www.skills4uk.com)  
email [info@skills4uk.com](mailto:info@skills4uk.com)  
or call 0113 385 4605

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