



LGBT+
Business
Forum



Case Study – Agile Work Stream "Inclusive Leadership"

Anna is an IT Specialist and Business Process Analyst, born in Slovakia. In her professional career she spent most of the time living abroad. She studied Business Administration in the UK where she also worked for several years in information technology.

In 2017 she decided to move to Austria where she met her wife Ansaya at a congress. Ansaya, born in Thailand, is two years older than Anna and was teaching at the Medical University of Vienna at that time. After living two years together in Vienna, they decided to get married and Ansaya gave birth to a boy named George. Soon after, Ansaya decided to teach part time in a medical facility.

When George turned one, the cooperation Anna works for offers her a long-term management position as "Head of Business Process Management" in a CEE country to lead the corporation's center of excellence there. The offering of the position came to her as a surprise.

The day she was offered the position by the CIO she went home to talk to her wife about the challenges for the family. The young family has concerns about moving to the CEE country. They asked themselves: "Are we even legally allowed to move there as a family?"

On the next day at work Anna is reaching out to you* asking for your support.

Can you help the family identify the challenges they could be confronted with?

*) The goal of the working session is to discuss with the audience the challenges and collect ideas to mitigate these challenges from a leadership perspective (imagine you are part of the middle-management or HR partner)

- **Which steps need to be taken so you can ensure a safe environment for Anna in the CEE country as her current manager?**
- **Who do you need to get on board for the right information? (What do you need to know beforehand? Which departments/organizations should you contact?)**
- **How do you decide for yourself whether it is the right decision of Anna to leave Austria? How do you evaluate the situation without being guided by negative preconceptions?**

Hint – This is the legal situation of the family in Austria:

- Anna is a citizen of Slovakia and has the right to live and work in Austria.
- Ansaya and George are citizens of Thailand and have the permanent residency in Austria.

The goal of the workshop is to **develop a checklist** with issues and aspects you need to take into account in order to support Anna and her family. (The goal is not to develop a concrete solution within a legal framework.)



Inclusive leadership



Hayde Lopez,
Prof Agile Coach, RBI



Martin Mesenhuber,
Sen Delivery Manager, RBI

Which steps need be taken so you can ensure a safe...

+ Add note

As her current manager I would give her the hint to clarify with the HR of the local country the permissions to

Me as a manager I will create a check-List together with her and agree with her who does what

I would help her to provide her the right contact persons for as many as possible points of the check-list

I would support her and encourage her to consider all pro & cons

I would make sure she knows there wont be any negative impact with me if she declines I will understand her.

If fine for Anna, as manager I could find out for her CEE country has any regulatory policy that needs to be followed

Anna or me get in contact with local chamber of commerce to get information on social challenges in the country

Who do you need to get on board for the right information?...

+ Add note

As her current manager I would contact the HR department (of the local country)

Does she have a Diversity contact in the country she is moving to?

Is there a local employee LGBT network? For not only "official messages"

Me as a manager I would talk to the new (future) manager - if agreed with Anna

Anna or me get in contact with local chamber of commerce to get information on societal challenges in the country

Suggest her to inform herself if there is a local NGO for LGBT topics

I would try to get her in contact with HR for getting in touch with immigration lawyers... Maybe get in

How do you decide for yourself whether it is the right decision...

+ Add note

As her current manager I would help her all information that she needs and the end is her decision (it is

if she accepts and if it doesn't work I will as a manager try that it is still possible for her to return maybe in a similar job.

I think there is a certain % of risk that both parties has to consider, in case things go wrong. If possible to have a plan B

I cannot and should not decide for myself if it is a good idea or not. I should more empower her to make for

It doesn't matter which decision she takes I will support her.