

## Główne umiejętności

Strategic Business Development  
Public Speaking  
University Lecturing

## Languages

Italian (Limited Working)  
Polish (Native or Bilingual)  
English (Full Professional)

## Certifications

Diversity, Equity and Inclusion: DEI  
Strategies for Business Impact  
Diversity, Equity and Inclusion in the  
Workplace Certificate  
Textio Interrupting Bias in Hiring  
Certification  
Depolarizing Dialogue

## Podsumowanie

I am a certified DEI trainer and a consultant with over 15 years of experience in Diversity, Equity and Inclusion. I've worked with various businesses, international institutions, public organizations, and NGOs. I've designed exciting projects related to DEI, including DEI strategy, leadership programs, trainer training, e-learning & microlearning, and publications.

As Punt Kick I work through:

consulting  
strategising  
document development  
facilitating workshops  
training  
process analysis  
research

My approach to DEI is:

holistic  
strategic  
sustainable  
culturally sensitive

I've had a pleasure to work with clients like: Google, The Walt Disney Company, Santander Bank Polska, Credit Agricole, Siemens Finance, Transcom, Intive, Tooploox, Knowable, BOSCH, Wigeters, Papaya Films, MERCK, Prowly, Nordea, XEOS, GE Aerospace, Innocap, Żabka, BNY Mellon, Hewlett Packard Enterprise, UNIQA, BAIN

My approach to Diversity, Equality and Inclusion as a trainer and a consultant:

Here are my key principles:

**1## Self-awareness:** By understanding and acknowledging my own biases, language, and perceptions, I can better relate to my clients' experiences, providing compassionate support without judgment at any point in their journey.

**2## Action-oriented learning:** We can only become more inclusive by practicing inclusive acts. As a DEI trainer, I guide clients to practice inclusion every day, empowering them to speak up, respond, and make brave decisions as leaders, managers, or business owners.

**3## Strategic guidance:** I help clients create and implement holistic, long-term DEI strategies. I'm their companion to encourage and draw a path of authentic and sustainable change and to put in place early warning systems, based on data, to keep them on an inclusive track.

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## Doświadczenie

Dora Küntzel | Punt Kick | Shaping DEI Competence  
Diversity, Equity and Inclusion Consultant and Trainer  
styczeń 2023 - Present (1 rok 8 mies.)

Engaging Trainings:

Join me for interactive offline or online sessions, inspiring webinars, and workshops on diverse topics like inclusive leadership, inclusive language, microaggressions, unconscious biases, gender bias, burnout prevention for DEI practitioners, and fostering workplace diversity.

Empowering Organizations:

I provide comprehensive support to companies, organizations, and institutions, including universities and schools, in developing and implementing DEI initiatives and anti-discrimination policies.

## Innovative DEI Resources:

I create DEI-focused comics and training materials. I author e-learning and publications and prepare spaced learning in the format of microlearning content that sparks engagement, deepens understanding, and drives positive change.

## Clients

I've had the honor and pleasure of collaborating with clients such as Google, The Walt Disney Company, Santander Bank Polska, Credit Agricole, Siemens Finance, Transcom, Intive, Tooploox, Knowable, BOSCH, Wigeters, Papaya Films, MERCK, Prowly, Nordea, XEOS, GE Aerospace, Bank BPH, BNY Mellon, HPE, Eurodesk, UNIQA, BAIN, pracuj.pl

## University of Wrocław

### Lecturer

październik 2017 - Present (6 lat 11 mies.)

Wrocław, Lower Silesian District, Poland

### Intercultural Communication

## Living Library Wrocław

### Project Coordinator

styczeń 2007 - Present (17 lat 8 mies.)

Wrocław, Lower Silesian District, Poland

- Przygotowanie, wdrażanie i koordynacja projektu dla ogółu mieszkańców, służb publicznych, szkół, piłkarzy WKS
- Pozyskiwanie i rozliczanie funduszy
- Zawieranie partnerstw
- Branding i PR

## Diversja

12 lat 2 mies.

### President

wrzesień 2012 - Present (12 lat)

Wrocław, Lower Silesian District, Poland

## Diversity, Equity and Inclusion Consultant | Trainer

wrzesień 2019 - styczeń 2023 (3 lata 5 mies.)

Trainings, workshops [offline/online] and webinars on anti discrimination, diversity and intercultural education. Supporting companies, organisations and institutions in implementing DEI programmes, anti-discrimination policies and activities based on authenticity and empathy. Clients: Google, Disney, Santander, Credit Agricole, Transcom, Intive, Tooploox, Knowable, BOSCH, Wigeters, Papaya Films.

Living Libraries for companies: Google, VOLVO, 3M, NOKIA, Danone, EY, Credit Agricole, Mondelez, BNY Mellon.

Coordination of international projects regarding diversity and human rights education.

### Project Manager

lipiec 2012 - styczeń 2023 (10 lat 7 mies.)

Wrocław, Dolnośląskie, Poland

Project manager of short and long-term educational initiatives related to the topics of human rights, diversity and inclusion, intercultural education. Managing a team of professional educators, fundraising, delivery, contact with clients, PR and marketing of local and international projects and building business-NGO partnerships.

### Living Library Poland

13 lat 2 mies.

### Network Coordinator

czerwiec 2014 - maj 2023 (9 lat)

Poland

- Koordynacja działań sieci
- Weryfikacja Żywych Bibliotek pod kątem przestrzegania zasad i standardów
- Rejestracja Żywych Bibliotek
- Interwencja i monitoring
- Networking i zawieranie partnerstw

### Trenerka

kwiecień 2010 - maj 2023 (13 lat 2 mies.)

- Przeszkolenie ponad 300 organizatorów\_ek Żywej Biblioteki w Polsce w instytucjach publicznych, szkołach, organizacjach pozarządowych
- Consulting i wsparcie organizatorów\_ek

### Fundacja Sztuki Współczesnej Art Transparent

Project Coordinator

styczeń 2019 - styczeń 2021 (2 lata 1 miesiąc)

Wrocław, Poland

- Coordination of the Social Scene of the Survival Art Review with a set of workshops on intersection of climate change and art
- Workshop on boundaries between freedom of expression and hate speech in art scene
- Administration and finances of the Survival Art Review and Mieszkanie Gepperta Art Gallery
- Fundraising
- Editing publications
- Documentation and reporting

### Human Library Organization

Head of Training and Quality Development | Trainer | Consultant  
marzec 2017 - sierpień 2018 (1 rok 6 mies.)

Training, consulting and supporting local Human Library organisers in adapting the Human Library method to local context in South Africa, Tunisia, USA, Germany, Belgium, Italy. Organising Human Library events in companies within D&I activities: International Monetary Fund, Daimler

### Hewlett Packard Enterprise

Account Receivable Specialist with Italian  
lipiec 2016 - marzec 2017 (9 mies.)

Wrocław, Dolnośląskie, Poland

### INCONTRO Training

Trainer

wrzesień 2009 - lipiec 2016 (6 lat 11 mies.)

Wrocław, Lower Silesian District, Poland

Intercultural trainings

### TED Conferences

TEDx Speaker

grudzień 2011 - styczeń 2012 (2 mies.)

### Foundation of International Education

Project Coordinator

styczeń 2008 - grudzień 2008 (1 rok)

Wrocław, Lower Silesian District, Poland

- Opracowanie celów projektów edukacji pozaformalnej
- Fundraising

- Koordynacja prac zespołu
- Przygotowanie i prowadzenie szkoleń
- Koordynacja sieci organizacji wspierających uzdolnienia młodzieży
- Realizacja innowacyjnych projektów edukacyjnych z zakresu praw człowieka

### Council of Europe

#### Internship Trainee

wrzesień 2007 - styczeń 2008 (5 mies.)

- Assessing reports from international youth activities financed by the European Youth Foundation
- Design of a Game Box for the anniversary of the European Youth Foundation

### Angelus Silesius House

#### International Project Coordinator | Trainer

lipiec 2006 - lipiec 2007 (1 rok 1 miesiąc)

Wrocław, Lower Silesian District, Poland

- Design, fundraising, implementation and coordination of several international and local projects in non formal education: youth exchanges, study visits, trainings and workshops on human rights, intercultural issues, global education. - supporting individual volunteers and teams in their development as youth workers - Consulting young people and youth workers on funding possibilities and project development

### Adventure for Thought leadership & strategy

#### Project Manager

styczeń 2006 - kwiecień 2006 (4 mies.)

Koordynacja projektu Leadership Central Europe Semester

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## Wykształcenie

### Cambridge Judge Business School

Diversity, Equity and Inclusion · (2023 - 2023)

### The University of Tulsa

Office for Diversity, Equity and Inclusion · (2022 - 2022)

### University of Wrocław

Bachelor of Arts, Italian studies · (2003 - 2006)

University of Wrocław

Master of Arts, Cultural studies · (2000 - 2005)

Università degli Studi del Piemonte Orientale

Humanities · (2004 - 2004)