

Implementation is the order of the day

Corporates & Markets. The International Systems Division aims transform itself from an internal software house into a client-oriented IT service provider for the investment bank business, as declared by Head of Department Hans-Christoph Classen and his team. At the beginning of this year, the department, whose scope of responsibility includes the system that connects overseas branches (ANLOS), changed over from Corporate Centre Information Technology to Corporates & Markets (C&M). So that employees could get to know their new sphere of work, Business Service Information Technology (GBS IT), an introductory event was held for them on 13 March in Frankfurt/Main. Representatives from the C&M business lines outlined the key areas of their respective business

specialisms and explained the role that IT played within them and what products are used. The guest speaker, Ulrich Sieber, Chief Operating Officer of C&M in Germany, highlighted the structural and economic reasons behind the decision to create a new division. He explained that implementation was the order of the day, which meant creating clear lines of responsibility for individual projects, and he provided some examples of this. In his opening speech, Plamen Neykov, Head of GBS IT in Frankfurt, stressed that increased efficiency in IT would only be possible through improved cooperation and more intensive communication. For the 70 or so employees from International Systems, this event was the first step towards achieving this aim.

Reception for new subsidiary

Budapest. The new subsidiary, Dresdner Bank (Hungaria) Rt., celebrated the launch of its business activities with numerous guests at the Budapest Academy of Science. The Bank offers its international, regional and local corporate customers in Hungary the whole product range, including investment banking (see *dresdner banker* 227, pages 34 to 37). "What we are celebrating today should not be thought of as a new beginning, but rather a logical continuation of a long term strategy that we have been pursuing for many years," said Dr Bernd Fahrholz, Chairman of the Board of Managing Directors of Dresdner Bank, who came to the launch event. The reorganisation of the joint subsidiaries of Banque Nationale de Paris Paribas and Dresdner Bank was another contributory factor in setting up Dresdner Bank (Hungaria) Rt..

The Bank that values differences



Berthold Ruwisch (right) and Johannes Siemen drink to equality.

Frankfurt/Main. Dresdner Bank AG does not discriminate against its homosexual and lesbian employees. If gay and lesbian employees choose to live together as partners under the new German law on cohabitation of partners of the same sex, just like married couples, they will receive 350 Euros by way of financial assistance and three days' leave. It is now standard Corporate Centre Human Resources (CC PE) policy that the Bank should grant employees' partners special terms for banking benefits. Should their partner die, employees will also be granted three days' leave. This alignment does not however apply to benefits under the company pension scheme. The

first two employees to benefit from the "wedding gift" were Berthold Ruwisch and Johannes Siemen from Düsseldorf and Solingen. They registered their relationship on 6 February 2002 at the Solingen registry office. "We were very surprised and pleased with the extent of the equal treatment we have received at the Bank. Plus all the good wishes from colleagues and Personnel, together with the letter and bouquet of flowers, really made the day for us." Both hope that other Dresdner Bank employees will be encouraged to take this step. The CC PE decision has been a topic of discussion outside the Bank too. Michael Stuber, a management consultant on diversity management, from Cologne, commented, "By taking this step, the Bank has not only eliminated a form of discrimination, but has also demonstrated that the diversity of its workforce is important to it." He went on to say that valuing differences and utilising the individuality of each employee to full effect not only motivates the workforce and promotes greater productivity, but also leads to increased market success and customer satisfaction.

Dialogue on the future of the Bank

Frankfurt/Main. "How does the future look for Dresdner Bank and within the Allianz Group as a whole?" "How and why should Dresdner Bank fulfil its claim to be 'The Advisory Bank' (Die Beraterbank)?" These are just some of the questions and issues that the Chairman of the Board of Managing Directors, Dr Bernd Fahrholz, wishes to address with employees in the regions. A series of events is due to start at the end of April that will be called the "Dresdner dialogue". Up to 250 employees per region will discuss with one another and with Bernd Fahrholz their questions and issues on prospects and practices at the Bank. The exact times and locations for the events will be posted on the Dresdner Bank Intranet.

