

DIVERSITY MANAGEMENT

Duration: 3 days (21h)

Date: available within 2 months

Price general public: EUR 1.725 net /pers. (no VAT)

Price in-house: on demand (4-12 pers.)

OVERVIEW

The Diversity Policy aims to eliminate all discrimination based on people's origins, identities, characteristics or appearances. On the contrary, it stipulates that managers and stakeholders must ensure – in their recruitment, promotion and career development processes – that everyone is treated transparently, based on the principles of merit and social equity.

The Human Resources strategy ensures that teams are built on the strength of differences – both in principle and in practice. The organisational structure and corporate culture demonstrate this organisational strength when employees say they feel treated with equal respect and appreciation despite differences in their roles and identities.

Whilst management is responsible for the procedural implementation of diversity, its ongoing success depends on the (good) will of all employees to ensure that it is genuinely put into practice on a day-to-day basis. Beyond the legal aspect, diversity is social and psychological in nature.

AUDIENCE & PRE-REQUISITES

- **Audience:** Suitable for all audiences
- **Pre-requisites:** None

LEARNING OBJECTIVES

- Understand national and international diversity legislation and standards.
- Embed human rights and inclusive governance across the organisation.
- Recognise and value diversity across gender, culture, age, ability, and identity.
- Develop and implement a Diversity Charter with clear accountability measures.
- Design organisation-wide diversity communication and awareness initiatives.
- Apply diversity management tools and practices at all organisational levels.
- Foster an inclusive workplace culture that values diversity and belonging.



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PROGRAMME

- Legal aspects of diversity
- Equality and social equity – how to put them into practice
- The gender dimension
- The intercultural dimension
- The intergenerational dimension
- Managing diverse skills
- Perceptual filters, judgement and bias
- Managing conflicts arising from diversity-related differences
- Addressing the risks of stagnation caused by a lack of diversity
- Internal communication and the promotion of a culture of diversity
- Managerial practices that ensure a win-win approach to diversity
- 360° diversity and multiculturalism within the international organisation.
- Building psychological safety and belonging in diverse teams
- Inclusive recruitment, talent development, and career progression practices
- Leveraging diversity as a driver of innovation and organisational performance
- Developing inclusive leadership competencies and accountability

METHODS & EVALUATION

Rich and flexible training design: theoretical input, discussions, reflection and sharing of experience, role-plays and simulations, practical exercises.

Training assessment:

- Short term impact
- Long term impact

Learning assessment :

- Self-evaluation
- Questionnaire after the training

Recognition : EUROBOGEN certification

OTHER RELATED TRAINING

- International project management
- Conflict management and mediation
- Good governance

For people with disabilities, the organization is committed to being accessible.

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