

Course : Managing diversity

Practical course - 1d - 7h00 - Ref. DVU

Price : 880 CHF E.T.

★★★★☆ 4,7 / 5

Managing teams from different generations, environments and cultures requires constant adaptability. In this context, managers must master the behavioral skills and tools needed to achieve individual and collective objectives in a motivating environment.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Identify different forms of diversity (intergenerational, intercultural, disability...)
- ✓ Understanding them and identifying the issues at stake
- ✓ Adapting your management

Intended audience

All managers.

Prerequisites

No special knowledge required.

Practical details

Role-playing

Active participation by participants, with educational games encouraging individual and collective reflection and decision-making.

Teaching methods

In addition to this training, ORSYS offers Atlas members mobile learning modules. They will be available 7 days before training and 45 days after training.

Course schedule

PARTICIPANTS

All managers.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

1 Diversity: framework and definition

- Defining diversity.
- Link between diversity and discrimination.
- Discrimination: what the law says and what you need to know.
- Diversity: for what? (Challenges, benefits and limits).

Exercise

Reflection in sub-groups on the consequences of a diversity policy and its impact on day-to-day management.

2 Managing diversity on a daily basis

- Impact of stereotypes on the decision-making process and associated actions.
- Making diversity an asset by meeting the needs of different employees.
- Giving meaning through a shared vision to develop a sense of belonging.
- Fostering team cohesion despite individual differences.

Exercise

Reflection on the notion of stereotypes and their impact on diversity management. Case studies proposed by the trainer or participants.

3 Developing key skills to reduce the impact of differences on management

- Reflexively ask yourself questions before communicating or making a decision.
- Focus on "positive intention" to go beyond appearances.
- Use active listening tools to adapt to employees' needs.
- Communicate authentically using the DESC tool.

Role-playing

Brainstorming exercise and creation of a summary sheet of key competencies for successful diversity management.

4 Developing inclusive management

- Understand the three pillars of inclusion.
- Take advantage of differences to enrich the individual and collective experience of our employees.
- Differentiate between diversity management and inclusive management.

Exercise

Case studies proposed by the trainer or participants. Summary of key points.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Dates and locations

REMOTE CLASS

2026 : 16 June, 29 Sep., 1 Dec.