

Course : Managing people with disabilities

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

Price : 930 CHF E.T.



4,6 / 5

This course is designed to help any manager adapt his or her management style to current or future employees with disabilities. It will show you how to identify managerial attitudes to be avoided, as well as those to be favored.



Teaching objectives

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

- ✓ Understanding prejudice and stereotypes about disability in the workplace
- ✓ Promote the integration of the person into the team
- ✓ Avoiding emotional traps
- ✓ Distinguishing between the person and the disability
- ✓ Practicing person-centered communication

Intended audience

Experienced and new managers who have or will be managing a disabled employee in their department.

Prerequisites

No special knowledge required.

Practical details

Role-playing

Filmed scenarios to take a fresh look at both managerial and disability situations. Experience feedback.

Teaching methods

Pédagogie active et participative.

Course schedule

PARTICIPANTS

Experienced and new managers who have or will be managing a disabled employee in their department.

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.

1 Business and disability

- The history of disability and the common stigmatizing vision.
- A reminder of the content of disability legislation.
- Avoid discrimination.
- Help and support available within the company.
- Managerial obstacles and stereotypes in the workplace.
- Find the right managerial approach for your team.

Storyboarding workshops

Sharing of best practices. Presentation of specific situations by trainees.

2 Capitalize on best practices

- Managerial situations to avoid.
- Overcoming resistance and obstacles to successful integration.
- Work on overcoming fears.
- The concerns you need to address for your team, for yourself and for your disabled employee.
- Behaviors that enable flexible, assertive management.
- Managing the person before managing the disability. Understand how they function and what motivates them.

Storyboarding workshops

Sharing best management practices.

3 Defeating emotional games

- The rights and duties of disabled employees.
- Identify the main clichés associated with disability.
- Defeating inconsistent and ineffective teamwork roles. Overcome them.

Demonstration

The study of a video followed by a joint reflection will enable trainees to reassure themselves about their managerial abilities.

4 Case studies

- First situation: managing a person returning from long-term sick leave.
- Second situation: managing an employee who you don't know has a disability.
- Third role-play: managing an employee rejected by the team.

Role-playing

Filmed role-playing scenarios: dealing with the management of a situation involving a disabled person.

5 Personal Progress Plan

- Individual areas for improvement.
- Managerial postures to be transposed to the company.

Hands-on work

Define the actions in your personal progress plan.

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.

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.

REMOTE CLASS

2026 : 3 Apr., 26 June, 9 Oct., 1 Dec.