

# Course : Managing and promoting diversity in your team

*Practical course - 3d - 21h00 - Ref. MDI*

*Price : 2060 CHF E.T.*

★★★★☆ 4,4 / 5

Successfully managing teams from different generations, environments and cultures requires constant adaptability. In this context, managers need to master a number of methods and tools to motivate their staff and help them achieve their objectives.

## Teaching objectives

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

- ✓ Understand the concepts of diversity, difference and discrimination
- ✓ Unite your team around shared values while taking into account the diversity of its members
- ✓ Adapting management practices to different diversity issues
- ✓ Promoting decision-making by valuing differences

## Intended audience

Managers and project leaders who lead heterogeneous teams.

## Prerequisites

Experience in team management desirable.

## Practical details

### Hands-on work

Behavioral exercises, group reflection and case-based analysis.

## Course schedule

### 1 Diversity issues

- Cultures and diversity.
- Emotional rules.
- The repercussions on exchanges between individuals from different environments.

### PARTICIPANTS

Managers and project leaders who lead heterogeneous teams.

### PREREQUISITES

Experience in team management desirable.

### 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.

## 2 Understanding the differences

- Expectations based on individual needs.
- Cultural personalities.
- The impact of difference on our exchanges.
- The response and protection process.

### Hands-on work

Multicultural interview scenarios.

## 3 Managing diversity on a daily basis

- Turning diversity into wealth.
- Energizing intercultural groups.
- Understanding common foundations.
- Respect and organize differences.
- Base motivation on shared values.
- Interpret objectives according to expectations.

### Hands-on work

Group work on international meetings.

## 4 Attitudes to reduce the impact of differences on management

- Focus on "positive intention".
- Identify specificities through active listening.
- Recognizing others.
- Adopt the right attitudes in interpersonal exchanges.

### Hands-on work

Situational exercises on difficult interviews.

## 5 Tools to reduce the impact of differences on management

- Apply the coaching process.
- Communicating while taking differences into account.
- Develop adaptability.
- Taking advantage of differences.

### Hands-on work

Project interviews.

## 6 Managing diversity in a team

- Ensure the constitution of your group through diversity management.
- Develop a strong sense of belonging among team members.
- Facilitate decision-making in heterogeneous groups.
- Get people from different backgrounds to work together.

### Hands-on work

Team meeting scenarios.

### 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](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## Dates and locations

**REMOTE CLASS**

2026 : 3 June, 14 Sep., 25 Nov.