



GLOBAL DIVERSITY AND INCLUSION

Vive la différence!

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NUMBER OF PARTICIPANTS

6-10 people



LENGTH OF COURSE

2 days: 9.00 – 12.30, lunch with the trainer, 13.30 - 17.00



TARGET POPULATION

Anyone working in an organization which values diversity as a driving force for performance



LEVEL OF ENGLISH REQUIRED

B2 minimum (CERL)

OBJECTIVES:

The aim of this course is to give insights and understanding of the challenges and benefits of organizational diversity.

It does this by

- helping you understand multiple perceptions, beliefs and attitudes
- analyzing the filters through which we see others
- identifying personal strategies for improving acceptance of differences
- looking at strategies to deal with working relationships

CONTENT

DAY 1

Ice-breaking - Changing perspectives

Self-analysis test

The challenges surrounding diversity: gender, sexual orientation, ethnicity, disability, age/generation, cultural dimensions.

Cross-cultural awareness

Discussion – what makes a culture?

Group work : E.T. Hall, R.D. Lewis, Geert Hofstede

Presenting and comparing conclusions

Cultural intelligence test

Ineffective Responses to Cultural Differences

Case studies

DAY 2

Dealing with unconscious prejudice

Taboos, Political correctness and communication skills

Generational differences : working with Seniors/Millennials...

Discrimination in the workplace : handling issues raised by diversity

Case studies in major organizations

Roleplay scenarios for ICAO.

TRAINING APPROACH

- Learning about diversity and inclusion through theory and concrete examples.
- Acquiring awareness of diversity and inclusion strategies through case studies and simulations.
- Analysing diversity policies in various contexts and organizations
- Preparing and implementing strategies with feedback from peers and the facilitator.



Facilities required :

1 main training room

+ 1 small room for sub-group activities

Flipchart

Videoprojector

COURSE PRICE:	€ 4 000,00 (+VAT 20% where applicable)
TRAVEL	Europe – economy class standard flight
HOTEL & CATERING (if not Paris)	2/3 nights – Well-rated hotel including breakfast and dinner
Other costs	Taxis...

The extra costs relating to travel and hotel/catering vary between €600 and €1 200 per course in Europe depending on dates and destinations. A detailed quote can be sent on request

Headquarters: 9 rue Ganneron, 75018 PARIS

Training rooms: 36-38 avenue de Clichy, 75018 PARIS



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