

Becoming an inclusive manager



Target audience

Line / transversal managers or leaders



Prerequisite

No prerequisite



Objectives

At the end of the training session, participants will have the tools to:

- Distinguish between the notions of "diversity" and "inclusion"
- Understand the challenges of diversity and the role of managers in creating an inclusive work environment
- Identify non-discriminatory practices and apply them to everyday situations
- Make diversity a source of performance and innovation
- Develop managerial practices in order to become an "inclusive manager" on a daily basis



Added value

- Conducted by a DEI consultant
- Alternating theory and practical exercises
- Sharing of best practices and a personalized action plan
- Interactive lesson



Corporate Training Solutions

Duration: to define.

You wish to organise a specific training course ?
Contact us !



Public Courses

Next available sessions

Duration: 14 hours



July 01 & 02, 2024, Paris

1610 €HT/pers.* Training session held in



October 17 & 18, 2024, Paris

1610 €HT/pers.* Training session held in

* (Technical fees and lunch included)

PROGRAMME OUTLINE

DE&I STAKES FOR MANAGERS

- Distinguish the notions of Diversity & Inclusion
- Understand the challenges of DE&I for companies and managers
- Define the concept of "inclusive management" and discuss the 5 steps to achieving it
- Become aware of personal stereotypes, conscious and unconscious biases and perform the Harvard "Implicit Association Test"
- Know the legal framework in France regarding discrimination and the associated risks

DIVERSITY IN THE COMPANY

- Develop awareness of the diversities within the company
- Map the team's diversity and assess the synergies and tensions
- Understand the unique aspects of multicultural teams
- Understand the challenges of intergenerational management
- Develop strategies to improve understanding and defuse conflicts within a team

BECOMING AN INCLUSIVE MANAGER

- Define the key competencies of the inclusive manager and take the "Are you an inclusive leader" self-assessment test
- Consider your own management style: highlight strengths and identify areas for improvement
- Participate in an Action Learning session on "Inclusive Management in Daily Life"
- Identify the key success factors to stimulating inclusiveness on a daily basis
- Define a Personal Development Plan to enhance your management style and meet the challenge of inclusiveness

ADOPTING BEST PRACTICES

- Share experiences
- Study behaviors and attitudes that facilitate the management of diversity
- Develop a methodological approach that respects the individual's values and those of the company