

Department : IPAG Online
Area of expertise IPAG Online
:
Level : Master

ECTS credits : 12
Hours of instruction: 96 h
Personal work: 140 h
Language(s) of instruction: French

Programme(s) and year(s) of study :

- MSc - Spring

Semester or year :

- Semester 12

COURSE LEADER

Marie-Jose SCOTTO

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COURSE DESCRIPTION

This course aims to equip the field/team manager with the theoretical frameworks, practical approaches and key tools to effectively manage diverse teams and contribute to social inclusion at work.

CONTRIBUTION TO THE LEARNING OBJECTIVES OF THE PROGRAMME

- 21_LO_MSC_BIZ1 - Students will be able to read, interpret and draw conclusions from a variety of information.
- 21_LO_MSC_SOLV1 - Students will be able to identify and characterise current business issues.
- 21_LO_MSC_TEAM1 - Students will develop a clear vision of the skills to be mobilised in team management practice.

COURSE OBJECTIVES

Knowledge

- 1- Reflecting on the concept of diversity / Thinking about the concept of diversity
- 2- Know the legal framework for diversity practices in an organisation
- 3- Understanding diversity in different multicultural contexts

Competencies

- 4-Structuring a Diversity Policy
- 5-Managing a multicultural team
- 6- Know how to use indicators to measure the effectiveness of a diversity policy

TEACHING METHODS

E-learning, Case studies, Meet the professionals, Videos

EVALUATION

Learning objectives	Course objectives	Evaluation method	Percentage	Description
SOLV1 TEAM1	1.2.3.4.5.6.	Continuous monitoring	60 %	Validation of the different sequences via MCQ at least 80%.
BIZ1 SOLV1 TEAM1	4.5.6.	Oral presentation	40 %	Case study in final session

BIBLIOGRAPHY

Required reading

readings are given to students at the end of each sequence

Recommended reading

readings are offered to students in each sequence

COURSE PLAN

Session 1

Sequence 1

Introduction: The focus of the certificate: the objectives of the

Thinking Diversity training

- Definition and Dimension: The main conceptual notions (Diversity, Discrimination, Inclusion)
- Emergence, evolution

Session 2

Legal framework for diversity

- The French legal framework
- European reference texts
- Plural Visions (USA, Africa)

Session 3

Designing a Diversity Policy

- Labels, Indexes and Charters: structuring tools
- The necessary soft skills of the inclusive manager: leadership, management and emotional intelligence
- Intersectionality and diversity
- Cultural approach to diversity

Session 4

Managing various teams

- Applications: racism, gender, equality, religion, harassment, age
- Virtual and globalised teams
- Motivating at a distance: intercultural and multi-channel communication

Session 5

Evaluating the diversity policy

- KPIs: effectiveness of measurements: 2 levels Managers and Strategy
- Unbinding and Diversity: a look back at the covid experience

