

# Design and implement a diversity project

## Target audience

HR Managers and Diversity & Inclusion Officers

## Prerequisite

No prerequisite

## Objectives

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

- Understand the challenges of diversity in companies and how diversity management is an important strategic axis
- Better understand diversity management in France and the legal obligations
- Have an overview of the best practices of companies in France and abroad
- Manage a diversity project in France and deploy it internationally
- Understand the notion of inclusion and its impact on professional interactions

## Added value

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

## Accessibility

All our training courses are accessible to people with disabilities. Each training project will be the subject of a case study by our teams, in order to adapt the training program.

## PROGRAMME OUTLINE

### WHAT DOES DIVERSITY MANAGEMENT MEAN IN A COMPANY?

- Understand the concept of and the individual's role in Diversity & Inclusion
- Understand the challenges and opportunities for diversity for the company
- Define diversity management in terms of HR strategy
- Understand situations of discrimination and the associated risks
- Discuss best practices already in place within the company

### DIVERSITY MANAGEMENT IN FRANCE

- Understand the origins of diversity management in France and internationally
- Understand the French context regarding diversity management in companies
- Have an overview of the legal obligations in France
- Focus on
- Handicaps
- Gender Equality in the workplace
- Discover examples of corporate practices (benchmarks) in France and abroad

### MANAGEMENT OF A DIVERSITY PROJECT

- Define the steps involved in implementing a diversity policy in the company
- Evaluate best practices, tools, resources and methodology to carry out a diversity project and quantify the results
- Study a company case study - put it into practice
- Identify the key success factors of a diversity project
- Understand the challenges of deploying an international diversity project

### ADOPTING BEST PRACTICES

- Identify best practices
- Develop a methodological approach to managing diversity

## Corporate Training Solutions



Duration: to define.

You wish to organise a specific training course ?

Contact us !

## Public Courses Next available sessions

Duration: 14 hours

 November 14 & 15, 2024, Paris  
1610 €HT/pers.\* Training session held in 

\* (Technical fees and lunch included)