INTRODUCTION

The world is changing rapidly. Companies expand beyond their national borders, merge with other companies, and outsource organizational activities and processes globally. Technological advancements and cross-country employment agreements provide opportunities for skilled workers to work outside their home countries. Many countries face aging populations, and the challenge to successfully integrate historically disadvantaged groups such as persons with disabilities into their workforces. Responding to these demographic changes, challenges, and complexities meaningfully requires a sustainable, lasting and consistent leadership approach which goes beyond the traditional 'doing business as usual' mindset of managers.

AIMS

This course will be helping you to:

- Identify contextual and environmental changes and developments leading to increasingly diverse workforces.
- Develop skills enhancing self-awareness and self-assessment.
- Develop interpersonal skills that improve the work-related abilities of members of a diverse workforce
- Identify organizational cultural characteristics and understand their impact on organizational and individual behaviors
- Understand concepts, approaches, and practices related to the management of workforce diversity (hard and soft affirmative action, positive action, quotas, targets, equal opportunity, diversity management, etc&hellip;)
- Identify current initiatives and best practices, performance related aspects and future trends and challenges in the area of workforce diversity management.

METHODOLOGY

This course is based on a resource oriented learning approach and does not use a specific course textbook. Students are responsible for researching secondary sources relevant to the course topics and conduct independent literature reviews. The course will strongly encourage students to prepare prior to class and to actively participate (individually and in groups) through role plays, simulations, presentations, discussions, and other class activities. Short video clips, illustrative of the topics under discussion, will be shown where appropriate material exists. Case studies will be used to apply theoretical concepts and aspects into practice.

EVALUATION

Participation: 50%
Group Presentation: 50%

BIBLIOGRAPHY

• n/a