DIVERSITY MANAGEMENT SEMINAR 2017

How diversity in organizations can be beneficial and what are the challenges?
As part of the partnership between Savonia University and Paris-Sud University, we have the pleasure to welcome you at the Technology Institute of Sceaux during the seminar of diversity management
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HR say we should be looking for a little fresh blood
Any idea what they're talking about?
# DIVERSITY MANAGEMENT SEMINAR 2017

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<td>8:30 AM</td>
<td>Welcoming students/coffee</td>
<td>Coffee</td>
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<td>Chamber of Commerce</td>
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<tr>
<td>9:00 AM</td>
<td>Welcoming address</td>
<td>Kerli Dunne</td>
<td>Sabrina Delannay</td>
<td>Chamber of Commerce</td>
<td>Annick Manco</td>
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<tr>
<td>9:30 AM</td>
<td>SMD &amp; FWM*</td>
<td>PhD in sociology</td>
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<td>10:00 AM</td>
<td>Intro. of seminar</td>
<td>Participatory</td>
<td>Thales</td>
<td>High context and low context cultures using language for negotiation</td>
<td>Round-up discussion until 12:45</td>
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<td>11:00 AM</td>
<td>Project students</td>
<td>Management &amp;</td>
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<td>Street interview</td>
<td>Diversity</td>
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<tr>
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<td>Joselyne Sluder-Laurens &amp; Claudieux</td>
<td>Paris Saclay</td>
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<td>Paris Saclay</td>
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<td>&amp; Claudia Orian</td>
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<tr>
<td>3:00 PM</td>
<td>Paris Saclay</td>
<td>Debate / exchange with International Procurement students</td>
<td>Alain Delzorgle</td>
<td>Intercultural Management in the Automotive industry, the Valeo example</td>
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<td>Workshops on Diversity</td>
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<td>Valeo</td>
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* SMD: Sophie Morin Delem - FWM: Françoise Wolf-Mandroux
GREAT RESUME, BUT WE'RE LOOKING FOR MORE DIVERSITY.
PRESENTATION OF SPEAKERS

Joselyne Studer-Laurens

Since 1990, she has been heading C.T.I. (Centre des Techniques Internationales), a French Trade Training Organization specialised in international business development and international trade techniques training sessions aimed at professionals.

After graduating from Paris X with a Master in Human Sciences, Joselyne Studer-Laurens has been working, from the start of her career, mostly with public and private organisations that supply continuing vocational training services. However, she has given priority to areas of know-how of major interest for businesses, especially SMEs, involved in international expansion processes and needing staff with relevant skills. Hence, her long span of office as President and Managing Director of C.T.I. and also her numerous activities in connection with international trade and membership with corresponding organisations.

Not only is she an Advisor for French Foreign Trade (Conseiller du Commerce Extérieur) but also the Attorney of ITPRO-International Trade Procedures, a subsidiary of the ICC (International Chamber of Commerce) French National Committee. On the other hand, she is the Administrator of CGPME 92 (a Paris & Ile de France section of Confédération générale des patrons des petites et moyennes entreprises, “General Confederation of the Managers of Small and Medium Enterprises”) and President of its International Commission. Knighted with the National Order of Merit, she is expert-lecturer for European Commission Team Europe Network and EuroGroup.

She has written a number of books on related subjects and is now editor of international publications with the French publisher, Eyrolles. Furthermore, she is anchorwoman of Actuentreprise.com WebTV programme dedicated to foreign trade and international business development.
A British citizen, Claudie Orian specialised first in the study of plural societies and took a doctorate in social and cultural anthropology at Paris V Sorbonne. However, she built her professional career holding Marketing Manager and Business Development Manager positions, mainly in a French broadcasting equipment company, Champs Hertziens.

Since 2001, she has been teaching in business schools International Business Development, International Trade Techniques, International & Global Marketing, Project Management applied to international development undertakings, and Place Branding.

She has also been working as an international development consultant with SMEs and has been the author of several articles about their internationalisation issues and challenges. Her consulting activity has led her from France to Romania where she has been involved in both local SME development and in tourism and place brand building projects with French and Romanian joint venture objectives.

Currently, she is co-authoring a book with Joselyne Studer-Laurens, on International Business Development methodologies, to be published this year by Eyrolles.
Claudie Orian, Joselyne Studer-Laurens

Diversity Management,

a talent focused organisational approach

- Gender, Religion, Race & Ethnicity, Disability, Sexual orientation, Junior & Senior, Obesity and all types of dissimilarities, ought not to be seen as problems an organisation, private or public, for or not-for profit, needs to deal with.
- It is how best manage talent and skills that matters in the workplace where people spend at least half of their time every day.
- Diversity management results from the awareness of the strong need to turn organisations into places where people from all backgrounds and across the range of physical, social and cultural differences can bring and develop their abilities, experience, sensitivities, know how or willingness to learn, to serve its objectives optimally.

Diversity Management in 3 steps

This presentation will go through the following:

I) Evolution of Workforce Diversity
A timeline highlighting change of approach to managing the workforce & reasons for the emergence and development of the Diversity concept.

II) Diversity Management, a solution to building the workplace into a sustainably attractive platform for talent
This section will deal with Diversity approach as applied in the workplace.

1) Educating workforce from top to bottom to commitment to Diversity
2) Answering the Seven C’s of Global HRM : Culture, Competition, Communications, Competencies, Compensation, Careers, Collaboration

III) Diversity Management and its links with other new trends in workplace management, such as employee empowerment, intrapreneurship..., to foster innovation, efficiency & growth.
This section will survey best practices across organisations that can provide models for enabling the change of the workplace into a place to live and self-develop: a win-win undertaking
After completing a Master's degree in social research (Trinity, Dublin), Kerill worked as a social & economic consultant for a private research company called the WRC. Apart from conducting statistical research, he provided technical assistance to organisations in all sectors working to combat disadvantage and promote equality. The technical support he provided included: financial advice, training in project development and design, performance management and assisting organizations achieve policy mainstreaming. During this employment he worked on various national and European based research projects:

- The KISEIS project found that a pathway approach aimed at disadvantaged groups was the best method of transition for such groups out of poverty into sustainable employment within the Information Society.
- The CAIT Initiative was set up to address the digital divide, whereby certain groups within the population were being excluded from the Information Society.
- The Equality for Women Measure (EWM) was a positive action program designed to tackle attitudinal, cultural and structural barriers to women’s equal participation in Irish society.

After this work he completed a PhD (sociology - University of Surrey) which was focused on the role of information communication technologies (ICT) in government and democracy, and in particular online forums and how they can be used to increase citizens’ participation in politics. Kerill is currently an unaffiliated, independent researcher based in Paris, and has published extensively in the field of E-Democracy.
Participatory Management & Diversity

Participatory management is the practice of empowering members of a group to participate in organizational decision-making. The benefits of this management style for promoting diversity within managerial decision-making are clear. However, the deliberative method used within this decision making process has not yet been examined in detail. Deliberation requiring consensus has a strong influence upon the actual decisions taken. Uncertainty, misinterpretation and domination all play a role depending on which mode of deliberation is used. This paper will firstly theoretically describe all forms of deliberation and then go on to list the pros and cons of each for participatory management decision-making processes. Trying to achieve consensus could in fact produce exclusion.

Dr. Kerill DUNNE, unaffiliated, independent researcher based in Paris.

kerilldunne@gmail.com
0033 06 80 80 99 73
Diversity & Cultural Awareness
An American Citizen, Sharon Le Vavasseur has completed an M.Phil in Economics at Sciences Po Paris and an M.Phil in Financial Strategy at the Conservatoire National des Arts and Métiers. She has also obtained a Masters Degree in History from The University of Paris IV- Sorbonne and Columbia University in the City of New York.

Sharon Le Vavasseur began her teaching career at the University of Paris Panthéon Sorbonne in 1997. Since then she has taught at Ecole Polytechnique, Ecole Supérieure de Gestion, Institut Européen des Affaires, Ecole Internationale de Marketing de Luxe et l'IESEG. She has also opened a Private English Consulting Company, THE LANGUAGE CONSULTING GROUP and has worked with clients such as Eric Besson (French Télécommunications Minister), Stefan Keil (Consulat General de l'Allemagne à l'Ekaterinabourg en Russie) and the Romanian Violinist Nicolas Stan.

She is currently working with several cancer pathologists and neuroscientists at the Institute Gustave Roussey in France as well as the research department at the pharmaceutical company Novartis.

In the past, she has worked as a Senior Financial Analyst for HSBC, Air France, and Deloitte.

Now she has begun writing a book focusing on the economic and social incentives for the European Union to actively promote holistic medicine as a preventive solution against aging.
Sabrina DELANNAY is an expert committed to the themes of diversity and gender equality in the workplace.

Working in Human Resources for over 10 years, she has a Master's degree in HR from the ESSEC Business School. She is an active member of several women networks and communities.

As part of her Master's thesis, she has focused on the topic of mentoring as leverage to break the glass ceiling. She has also created a magazine (40 issues) entitled « Carrière au féminin » (Female Career) supported and followed by 300 readers. She hosts thematic workshops and supports women in their career evolution.

She is currently Advisor Training within the Thales Group where she has created a training program for the professional development of women.
“The Management of Diversity inevitably requires to talk about the subject of Mixity” - Sabrina DELANNAY

Why do governments and states introduce gender quotas in their organization? Why do big multinationals impose quotas for women? There are a number of reasons for this: equality, performance, CSR, attractiveness… The role of women in society keeps improving.

Women have come a long way in the French world of work: Sabrina Delannay goes back over the economic, social, cultural and legal contexts which allowed the position of women to progress within companies. She illustrates this evolution with Diversity Management case studies she could observe while working in big industrial groups. She focuses on the importance of both social networks and mentoring in professional development as well as being a stepping stone of women careers.

Sabrina concludes that we will all benefit from diversity: societies and companies, managers and teams, women and men.
Alain has an experience of 35 years in multicultural management for Defense, Telecom and Automotive equipment companies. In 1974, he got an Engineering degree in Aeronautics from ISAE-ENSMA then a MBA at Sup-Aero.

Alain is married and a father of 2 daughters.

In 1979, he joined SAGEM Defense, subsidiary of SAFRAN as an R&D engineer. 10 years after, he was leading the Electro-optical Division developing seekers and UAV systems for the French army as well as for export. Alain managed a team of 100 Technicians and Engineers with a turnover of 150 M€/year.

In 1999, he became Purchasing Director of the SAGEM Mobile Phone activity (annual Purchasing volume of 800 M€). Alain has established and organized the yearly sales convention in Hong Kong and Tokyo.

In 2001, he joined Johnson Controls then Valeo, as Sales Director of their Engine Controls Divisions. Alain managed the development of activities in India and China and set up the Joint Venture between Valeo and a local partner in China.

Alain is currently providing training in inter-cultural negotiation and lectures in Economy and Project Management at ISEP, ESIEA and Université Paris Sud.
Intercultural Management in the automotive industry: the VALEO example

In 1908 Henry Ford began the production of the Model T. He set up the first modern assembly line that allowed optimizing the manufacturing process. Focus was placed on cutting cost. The consequence has been social alienation and boredom.

The New Technologies of Information and Communication have changed these issues. Automotive companies are getting global and are willing to address the worldwide market. As a consequence they are putting the priority on embracing the diversity of the different local markets and on improving the motivation and efficiency of their team through intercultural management.

The evolution of the Intercultural management within the automotive industry will be presented through the example of VALEO:

- Why cultural diversity is needed?
- Presentation of Valeo
- Intercultural Management. What? When?
- Intercultural management at Valeo
  - Working effectively with Chinese & Indian customers
  - Managing effectively a multicultural team
- The view of Mr. Ghosn, CEO Renault/Nissan
- Becoming intercultural (extract from Usine Nouvelle)
Generational Management

36-50 MATURE JUDGEMENT

26-35 AMBITIOUS ENTHUSIASM

51-70 SAGE PHILOSOPHICAL

18-25 FRESH IDEAS
Annick Manco graduated in Modern Languages at the University of Oxford (LMH) and then specialized in Conference Interpreting at the University of Bath. After a period abroad, she came back to France to work in a large French Industrial Group. This work with engineers and scientists was further diversified when she turned to continuing education, coaching a varied but mainly scientific public in English. After bringing up a family, she went back to education via the Education Nationale competitive examination and worked at the University of Versailles Saint Quentin, which gave her first pedagogical and coordination responsibilities. In 1996, she was placed in charge of the languages Department of the then l’Institut d’Optique Théorique et Appliquée, since Institut d’Optique Graduate School. With her team of around 20 colleagues, she enjoys the exchange of ideas on teaching methods and curricula.

In order to professionalize the cross-cultural aspects of the language teaching, and mindful of the increasingly high stakes of communication in the professional and scientific world, Annick Jorand Manco followed an MA course in Intercultural Management at the University of Paris Dauphine, while working, and this provided her with added credentials in her favourite field of investigation: the relationship between language and culture.
Diversity management

"Intercultural management in virtual teams: an example in R&D"

The workshop draws on a research carried out as part of a Master’s programme for Université Paris -Dauphine, consisting in the observation and interview of three multicultural teams working in a large French industrial corporation.

The teams, two in R&D and one in strategic management, were characterized by:

a) Their dispersed nature, working on two continents, and three countries
b) The organizational and technological complexity of their working environment
c) The different corporate cultures of their respective backgrounds
d) The work in English, not the first language of the majority of team members

The presentation highlights some of the assets and difficulties that condition everyday work, and is based on significant verbatim evidence from team members. It is therefore pragmatic and aims to delineate practical recommendations. The various types of distance are reviewed – not merely geographical. Then the various working procedures are compared and contrasted, for example with respect to decision-making, team-building, attitude to change, and communication. Leadership has to evolve so as to overcome the obstacles observed. The ethical dimension of this new emerging cross-cultural leadership is reviewed, along with some linguistic and training implications. The methodology adopted owes much to the work of the French sociologist Philippe d'Iribarne.
To prevent boredom, life offers many opportunities to interact with a wide variety of people...

...so why do we choose to only hang around those who are just like us? Nobody likes to be bored, do they?
WHERE TO EAT IN PARIS

38 Rue de Vaugirard 75015 Paris
Métro – Convention (M12)
06 74 78 81 72

It is the ideal place to spend a relaxed and friendly time with friends! Homemade foods, market products. Classic dishes come together dishes like the hamburger for your enjoyment.
Indian palaces - a setting worthy of the finest Indian palaces, Indian cuisine with a thousand flavors ...Welcome to the Safari!

12 Rue de Turbigo 75001 Paris
09 87 01 38 64
Métro – Etienne Marcel (M4)
WHAT TO VISIT?

TOUR EIFFEL

Champ de Mars 5 Avenue Anatole France, 75007 Paris

CENTRE POMPIDOU

Place Georges Pompidou 75004 Paris
01 44 78 12 33
Métro Rambuteau (M11), Hôtel de Ville (M1, M11), Châtelet (M1, M4, M7, M11, M14)
PARC DE LA VILLETTE

211 Avenue Jean Jaurès 75019 Paris
01 40 03 75 75
Métro : Porte de Pantin (M5), Porte de la Villette (M7)

MUSEE DU LOUVRE

Musée du Louvre 75001 Paris
01 40 20 50 50
Métro : Palais Royal, Musée du Louvre (M1)
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93 Rue Houdan, 92330 Sceaux

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- Nice pancakes.
- The nearest to the IUT.
- Affordable prices.

www.ileocrepes.com
Jane California Street Kitchen
9 Rue de Penthièvre, 92330 Sceaux

STUDENT MENU: 10 €
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ORGANIZING TEAM

Maguy

Carmen

Gaby

Robin

Mickael
Booklet designed by Carmen Dacy, Maguy Ndoye, Robin Glondu & Mickaël Sense.