



Socrates



The course was developed by an international project team (2005-2007) with participants from seven countries: Belgium, Germany, Greece, Finland, Lithuania, Portugal, United Kingdom in Grundtvig funded DiDE\_E –project.

The information about the course you may find Comenius-Grundtvig Training Database (<http://ec.europa.eu/education/trainingdatabase/index.cfm?fuseaction=DisplayCourse&cid=7117>)

The participants can apply from their national agencies Comenius 2.2 -grants for this training course. Deadline for the training period 1.4. – 30.6. 2008 is 31. Jan 2008.

### Costs

Course fee 1250 € including accommodation, meals and some free time activities during course days. (Course fee 750 €, accommodation, meals and some free time activities 500 €.)

**Deadline for registration: 30/04/2008**

**For further information or to book please contact:**

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**9 – 13 June 2008**

### TRAINING COURSE

Managing diversity and gender competences for key persons in adult education

- *for trainers, teachers, instructors and adult educators*
- *for counsellors or consultants*
- *for staff and human resource managers or administration staff*
- *for multipliers*

**In Mikkeli, Finland**

**DIVERSITY MANAGEMENT  
MAKES MORE**

Demographic change, globalisation and the growing European Community are influencing our daily life: increasing mobility of work force and international communication as well as co-operation result in a greater diversity of learning and working groups. Central issues Gender are age, gender, ethnicity, culture, religion.

To make diverse teams work efficiently, key persons in education and qualification like trainers, teachers, student advisers or consultants have to cope with diversity – they need skills and competences.

### Course content

In this 5-day training course you will acquire knowledge, skills and methodologies to approach trainers in diversity management. You will also develop adequate methods to support their education and communication competences.

### Objectives

- learn about the concept “Managing Diversity” – its principles, aims, possibilities and limitations
- become sensitized for the diversity of people and for the necessity as well as the possibility to manage it
- learn about diversity related topics like culture\*, identity group, perception, stereotyping, prejudice etc.
- become acquainted with methods for the analysis of problems linked to diversity and its management, as well as with methods to acquire and enlarge competences to cope with diversity
- assist the transfer of Managing Diversity to the participants' working environment

*Remark, Whenever in the following programme the expression culture is mentioned we mean it in a broad sense. Culture does not only refer to ethnicity but also to all other diversity characteristics like age, gender, disabilities, class, professional education etc.*

### Program

#### Day 1

Introduction. Sensitizing diversity, and acquiring and deepening knowledge about diversity.

#### Day 2

Challenges and advantages of diversity. Deepening knowledge and awareness about necessity to managing diversity. Dealing with conflicts. Terminology and legislation.

#### Day 3

Visiting organisations involved in diversity management.

#### Day 4

Transferring of learning results to individual fields of work and competence building. Handling diverse groups and individual action plan for acquiring competences in MD.

#### Day 5

Helping participants to find structures for implementing MD in your personal setting. Evaluation.