

VIU WINTER SCHOOL GLOBAL DIVERSITY management

An abstract graphic featuring a network of white lines connecting several large, colored circles (yellow, red, teal, and dark red) on a light gray background. Silhouettes of people are placed on or near these circles, suggesting a global network or community. The text 'VIU WINTER SCHOOL GLOBAL DIVERSITY management' is overlaid on the left side of the graphic.

Global Diversity Management

January 15-20, 2024

**Venice International University
Isola di San Servolo, Venice**

VIU Winter School

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Scientific Coordinators:

- Barbara Quacquarelli
Università degli studi
Milano-Bicocca
- Adriano Solidoro,
Università degli studi
di Milano-Bicocca

The School is based on an intense academic program, as well as several visits to local corporate or cultural organisations, and is strongly committed to an applied approach in order to match the academic/theoretical analysis about insights, knowledge and practical strategies to sensitively manage the issues and challenges associated with working in a culturally diverse context.

Participants will appreciate how cultural diversity impacts on human behaviour and performance and learn effective strategies to negotiate and deal with the competing challenges arising between staff from culturally diverse backgrounds.

The benefits of this skills programme include:

- improved competence in managing diversity;
- acknowledging, understanding, accepting, valuing and celebrating the uniqueness among people irrespective of, amongst others, race, age, class and gender; and
- enhanced communication skills and interpersonal relationships; bringing about new attitudes and processes to the benefit of the organisation as a whole.

The Winter School will be divided in sets of lessons and activities including:

- analysis of theoretical and methodological tools to manage and value diversity;
- presentation of case studies;
- visits to specific corporate organisations and cultural institutions in the Venice area;
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Faculty

Anita Bosch, Stellenbosch Business School

Joerg Dietz, University of Lausanne

Maddy Janssens, KU Leuven

Franciska Krings, University of Lausanne

Njeri Mwangi, Stellenbosch Business School

Barbara Quacquarelli, Università degli studi di Milano-Bicocca

Adriano Solidoro, Università degli studi di Milano-Bicocca

Who is it for?

Undergraduates, graduates, PhD students and post-doc scholars as well as professionals.

Methodology and structure

The purpose of this Winter School is to highlight the importance of understanding and applying workplace diversity towards sustainability. Organisations that embrace diversity, set themselves up for socially sustainable competitive advantage. This is in line with VIU mission of sharing knowledge, in this instance specifically related to the nexus of diversity and sustainability. The programs acknowledge the interconnected and intertwined relationships between a sustainability culture, diversity and inclusion, and social sustainability. VIU and the city of Venice are a multicultural context and the unique setting of Venice is a special laboratory, a location that foregrounds the extraordinary culture of the past, the problems of the present, and the possibility of the future.

Learning outcomes for participants

This Summer School aims

- Understand the difference and interrelatedness of the concepts of inclusion and diversity;
- Develop ‘diversity management’ skills and learn how to deal with diversity of social standing, culture, and characteristics of difference;
- Provide concrete tools, techniques and methods professionals can use to manage diversity across the globe;
- Understand the influence of culture (including one’s own) on individuals working in teams;
- Appreciate the need for diversity and cross-cultural interaction in the work domain;
- Explore the complexity of leading sustainable diversity;
 - Identify when conflict has a cultural component;
 - Identify practical management strategies to address cross-cultural misunderstanding; and
 - Enhance skills in managing diverse people towards organisational sustainability.

Credits

A Certificate of attendance will be issued at the end of the course.

Number of ECTS credits allocated: **2**

Fees

Students of VIU member universities:
€ 500 incl. VAT.

Students of other universities:
€ 1000 incl. VAT.

The fees will cover tuition, course materials, lunches in the VIU cafeteria and social events. Student participants will be responsible for covering their own travel expenses to and from Venice, accommodation and local transportation. VIU Alumni are eligible for a reduced fee.

PhD candidates and post-docs from universities in EU universities may be eligible for Erasmus+ mobility grant support. Candidates should consult the International Office in their own university for information about the calls for applications for funding as well as for possible scholarships. VIU will provide any supporting documentation requested for such applications. Contact VIU Erasmus office: erasmus@univiu.org

Accommodation on campus

In shared rooms (triple/quadruple) with other participants: € 308 VAT included for 6 nights with breakfast (municipal tax included). Further information will be available in the Application form.

Applications

September 28 - November 15, 2023
via the VIU website

Students will be notified by November 22 and asked to pay the tuition fee and accommodation fee (if applied for) by November 30, 2023.

Applicants must submit the application form, a letter of motivation – which should include a brief description of the candidate’s research interests, a curriculum vitae and a photo.

Venice International University is a consortium of 20 universities, representing 14 countries throughout the world.

The mission of VIU is to foster cooperation among VIU member institutions while facilitating the exchange of knowledge and ideas, by developing, promoting and organizing joint academic, research and training/capacity-building program. Students from non-member universities may participate in selected academic programs.

The academic programs at VIU are distinguished by a markedly interdisciplinary approach to the topics, and by the international perspectives that the participants contribute to the discussions.

The VIU campus is on the island of San Servolo in Venice, Italy.

Location



Venice International University

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