

“Workshop on Diversity, creativity and innovation within the enterprise”

May 2016 – From 15h00 to 17h00 (London time) (to be confirmed with participants)

Organised by Dialogue Café Association

DC Participants: Évora, Lisbon, Novi Pazar, Rio de Janeiro

Overview

ESSEC Management Professor Junko Takagi – co-Chair of ESSEC’s Leadership & Diversity Chair - wrote: “As diversity issues become ever more prevalent in management, and the pressure to generate new perspectives increases due to changing economic and social environments, it has become essential to reflect upon how firms and leaders can capitalise on diversity to generate creativity and innovation and thus improve performance. However, this causal link is not always easy to ascertain. While continued academic and practitioner interest in the three key concepts – diversity, leadership and innovation – attests to their importance in management, it does not necessarily tie them together within a comprehensive understanding. More often than not, there is a tendency to focus on one or two aspects of diversity in order to simultaneously talk about the difficulties of managing diversity in the workplace, and its potential positive impact on firm performance. It’s not surprising then that meta-analyses of academic studies on diversity and performance indicate an inconclusive impact of diversity on performance.”

Aim

It is proposed to hold 5 very inter-active workshops on the following issues: diversity; social identity perspectives; diversity, creativity, Innovation and decision making; leadership; Innovation through diversity – transformational Leadership. The main purpose will be to clarify concepts, discuss experiences and best practices, and provide the tools to participants to achieve transformation.

Target groups

Young adults/students interested in decision making, management and business. Registration and participation in all sessions is required. A min of 5, ideally 10, participants in each participating DC is required.

Sessions

- 1. Diversity** – what is it all about? Diversity as complex concept that targets not only the differences between individuals or groups based on status and resources, but also differences in the sources and types of information to which they have access as well as the portfolio of perspectives and attitudes that are available to them.
- 2. Social identity perspectives** – How do they effectively predict group conflict and in-group/out-group biases along fault-lines distinguishing differences in resources, background, and perspectives?
- 3. Diversity, creativity, innovation and decision quality** - How can these positive impacts be better understood and encouraged?
- 4. Leadership** – how should leadership unlock its potential to consolidate differences along diversity fault-lines in order to emphasize the information-processing and decision-making capacity of a diverse workforce by facilitating information exchange and improved decision quality without eliminating the positive value of differences? What is the best strategy to follow? How do integration and inclusion strategies tend to acculturate ‘minority’ elements into existing frameworks, thereby reducing differences towards a common set of values and behaviours? How to address the challenge of creating leadership models and strategies that maintain and encourage exchange between diverse elements all the while avoiding the negative consequences of diversity fault-lines and consequently creating a fertile base for creativity and Innovation?
- 5. Innovation through diversity** - transformational leadership: on the basis of recent studies –such as *Redrawing the map: globalization and the changing world of business* – this last workshop will focus on how to address the 4 following challenges mentioned in the study above: a) stir the pot- Research shows that diverse viewpoints generate the lively debate that can create new ideas; b) Anticipate the Next Big Thing — or better yet, drive the Next Big Thing! Diversity powers innovation, helping your business generate new products and services; c) Nurture a spectrum of talent. Expect to find talent in unexpected place.

For more detailed information:

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