



FUTURE OF WORK

# LEADING FOR EQUALITY IN THE WORKPLACE: A COURSE FOR CHANGE-MAKERS

7 – 11 SEPTEMBER 2020

TURIN, ITALY

*Information Note*

# THE FUTURE OF WORK AND LEADERSHIP FOR EQUALITY: WHY ?

Driven by technological innovation, demographic shifts, environmental and climate change, and globalization, the world of work is transforming at speeds never experienced before. Inequalities persist despite technological advances and large parts of the world population risk exclusion from their benefits. The ILO Declaration on the 'Future of Work' recalls world leaders and all actors in the world of work they need to be aware of the impacts of this phenomenon on the place, conditions and dignity of work.

The future is today. What is “a leader” in an era of algorithms and artificial intelligence, where hierarchical models of leadership and workplace organization quickly become obsolete? Leaders must be able to navigate the complexity and fluidity of today's world of work and adopt inclusive and human-centred development strategies.

Transformative and inclusive leadership has become imperative to shape a fair, inclusive and secure future of work for a sustainable social and economic development, centred on the improvement of people's well-being and the respect of the environment.

This course is change-oriented: it seeks to promote greater equality and diversity within public and private organizations, by equipping their leaders to drive diversity and inclusion (D&I) and to embed them within the organizational culture.

## WHAT WILL YOU LEARN?

This course will give you space and tools to start your journey towards becoming a transformative leader; equipped to understand and cultivate the potential of equality, diversity and inclusion and put it to the benefit of your organisation – as well as your constituency and clients. You will learn to consider how diversity and inequalities manifest in the workplace, focusing on different grounds of diversity; you will reflect on these issues from your perspective, but also analyse how these relate to your organisation's working practices. You will gain the skills to become an active change agent for equality in the workplace and the competence to exert influence across the organisation, contributing to gender-transformative and inclusive change.

## WORKSHOP CONTENT

The workshop will explore diversity and inclusion (D&I) at three levels:

1. **individual** (increasing self-awareness regarding your leadership style);
2. **relational** (examining how diversity shapes interpersonal dynamics in the workplace in often subtle and unconscious ways and practice leadership skills to be an effective change agent), and
3. **organizational** (discussing ways of addressing D&I at the workplace at a systemic level, applying transformative tools that leveraged through organisational processes).

DAY1	DAY2	DAY3	DAYS 4 - 5
Key equality and diversity issues in the workplace	Leadership skills for transformative, inclusive and diverse organisations; from the individual to the organizational	Embodying inclusive leadership	Organisational politics as a competency for inclusive leadership Next steps...

## FORMAT AND METHODOLOGY

The programme uses the principles of accelerated adult learning. It comprises a face-to-face workshop of 4.5 days in Turin preceded by a limited amount of pre-course work (maximum 8 hours).

The programme integrates leading-edge research with your own experiences as leaders, to practical learning on how to foster more inclusive workplaces. Conceptual and theoretical content applied through interactive, experiential activities. You have the opportunity to consider concepts and frameworks and apply them through the lens of your personal experience and reflect on how to handle diversity and influence change in your working environment. You will be learning from and sharing with your colleagues while benefiting from in-depth experiential learning and personalized feedback from experts and facilitators.

## WHO SHOULD ATTEND?

This course is for middle and senior-level leaders from international organizations, multi-lateral agencies, public service institutions, international and national institutions, as well as private sector organizations committed to the sustainable development agenda and a fairer and more inclusive future of work.

The programme can accommodate a maximum of 25 participants.

## THE PROGRAMME TEAM

**Dr Jonathan Ashong-Lampsey** is a globally recognised authority on Diversity and Inclusion in the workplace. He has a PhD from the London School of Economics and is the host of The Element of Inclusion; a weekly podcast in its third year of informing and educating using applied research and thought leadership. He worked with the Cabinet Office and organisations such as Aviva Insurance and Sony Pictures Entertainment.

**Dr Elena Doldor** is Reader in Organizational Behaviour at Queen Mary University of London (School of Business and Management) and Co-Director of the Centre for Research in Equality and Diversity. For over a decade, she has advised the UK and international businesses and policy-makers on how to increase diversity in leadership ranks. As an organisational psychology consultant, Elena has worked with leaders

from several countries in Europe and in Africa to deliver diversity management and leadership development programmes.

**Anne Laure Humbert**, is a Reader in Gender and Diversity and Director of the Centre for Diversity Policy Research and Practice at Oxford Brookes University. She developed methodologies and indicators for measuring gender equality in multiple settings. She specialises in applying advanced quantitative methods to comparative social and economic analysis.

**Benedetta Magri** leads the International Labour Standards, Rights at Work and Gender Equality Programme at the International Training Centre of the International Labour Organization (ITCILO). She has worked for ITCILO as an expert in training and capacity building for gender equality, inclusion and non-discrimination in the world of work for some 25 years. She possesses long-standing experience in gender mainstreaming and in participatory gender auditing as tools for institutional transformation and improvement. She also has a particular interest in the prevention and tackling of violence and harassment in the world of work.

**Olivier Malcor** is an experienced Forum Theatre facilitator with 20 years of global experience. He is very actively involved in giving men opportunities to create new forms of plural and positive masculinities. He has used Forum Theatre in Africa, Latin America and Europe to engage women and men in staging and participatory solving of sensitive social problems at personal and community levels working with judges, prisoners, managers, teachers, students and international organisations.

## HOW MUCH DOES THIS COURSE COST?

The total cost of participation is 2,630 Euros. This includes tuition fees (1,995 Euros) and subsistence costs (635 Euros).

The tuition fees cover: course preparation, implementation and evaluation; training materials and books; the use of training facilities and support services, including online resources; emergency medical insurance.

The subsistence costs cover: full board and lodging on the ITCILO Campus, some recreational activities.

The amounts quoted do not include the cost of travel between the participant's home country and the course venue.

Participants must ensure that they have a valid passport and appropriate entry visa for the country in which the course is held, and for any country in which a transit or stopover to or from the course venue is required.

The cost of the visa, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not covered.

## HOW TO PAY FOR THIS COURSE?

Tuition and subsistence costs must be paid in advance before the beginning of the course by the participant or the sponsor through bank transfer or credit card.

Payments by bank transfer should be made to:

International Training Centre of the ILO

Account No. 560002

Bank: Intesa-Sanpaolo Ag. 523

IBAN: IT96 G030 6909 2141 0000 0560 002

BIC: BCITITMM

Address: Viale Maestri del Lavoro 10, 10127 Turin – Italy

**Note:** on the bank transfer form, the participant's name and the course code should be indicated.

For payments by credit card, please e-mail to [ilsген@itcilo.org](mailto:ilsген@itcilo.org)

## HOW TO APPLY?

The deadline for submitting applications is **12 July 2020**.

Candidates must submit through the course website the following documents:

on-line application form duly completed, available at:

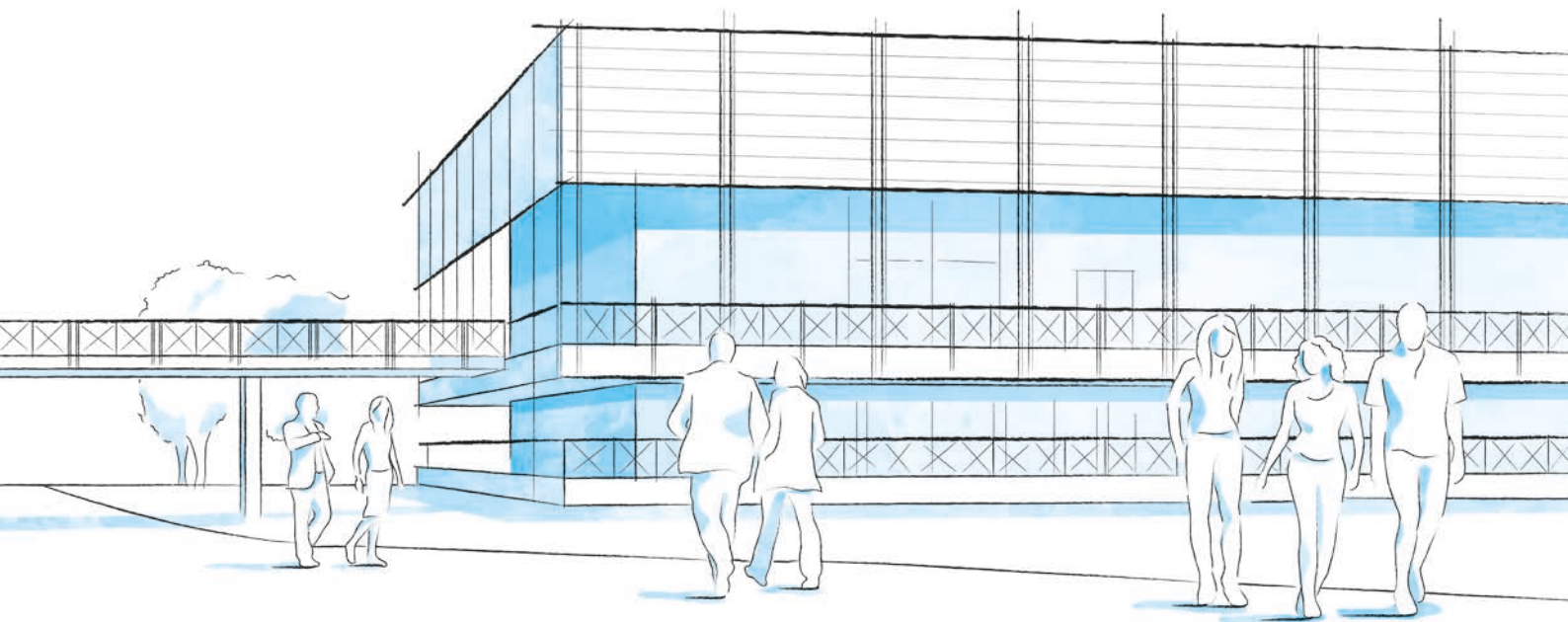
<https://oarf2.itcilo.org/STF/A9012813/en>

a letter from the sponsor indicating the financial support (or a letter from the applicant stating that participation costs are covered by him/herself), to be uploaded while filling in the on-line application.

Incomplete applications will not be considered.

Applications from employers' organizations or workers' organizations will have to be endorsed by the Secretaries of the Employers' group or of the Workers' group of the Governing Body of the ILO.

*As an Organization dedicated to promoting social justice and internationally recognized human and labour rights, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, this course will seek to achieve gender balance amongst participants and trainers.*



## CAMPUS LIFE

### A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

### ENVIRONMENT AND SURROUNDINGS

**Grab a campus bicycle and explore the Turin Centre.** Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

### HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

### COMMUNITY ENGAGEMENT AND DIVERSITY

**Participants can enjoy social events organized by the Turin Centre** as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

## INFO

### FOR FURTHER INFORMATION PLEASE CONTACT

**International Training Centre of the ILO**  
International Labour Standards,  
Rights at Work and Gender Equality (ILSGEN)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

ilsgen@itcilo.org  
www.itcilo.org

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