



3rd INTERCULTURAL ENGAGEMENT WEEK Detailed Schedule



EMPOWERING CHANGEMAKERS FOR A BETTER SOCIETY



3rd IÉSEG INTERCULTURAL ENGAGEMENT WEEK / 14-17 March 2022

MONDAY, MARCH 14th

10.00-12.00 (P225 + zoom)
KEYNOTE

MIGRATIONS, BUSINESS & SOCIETY
Milda ZILINSKAITE, Aida HAJRO

→ For Staff (perm/adjunct) + SIETAR + GEM&L

13.30-15.00

2 workshops, choose 1
**INNOVATIVE PERSPECTIVES TO TEACH
MULTICULTURAL CLASSES #1**

Workshop A - P114 + zoom: Milda ZILINSKAITE
Workshop B - P115 + zoom: Grant DOUGLAS

→ For Staff (perm/adjunct) + SIETAR + GEM&L

15.30-17.00

2 workshops, choose 1
**INNOVATIVE PERSPECTIVES TO TEACH
MULTICULTURAL CLASSES #2**

Workshop A - P114 + zoom: Milda ZILINSKAITE
Workshop B - P115 + zoom: Grant DOUGLAS

→ For Staff (perm/adjunct) + SIETAR + GEM&L

17.15-20.00 (P115 + zoom)
WORKSHOP

**USING THE DIVERSITY ICEBREAKER PREMIUM
PROFILE**

→ For diversity icebreaker users

TUESDAY, MARCH 15th

CSR & DIVERSITY DAY

11.00-16.30

Paris campus
R00, J00
+ zoom

**STUDENT
ENGAGEMENT CSR &
DIVERSITY DAY**

Various activities
around CSR
& Diversity

→ For students and
interested staff

14.00-15.30
(P400 + zoom)

RESEARCH SEMINAR

Building a thematic
research network -
Lessons learnt from the
migration, business and
education network

Milda ZILINSKAITE
Aida HAJRO

→ For faculty

19.00-21.00 (GR01 + zoom)

ICOR AWARD EVENT - CONFERENCE



**Nouvelles formes d'entreprises au service de la société
et de l'environnement : Idéalisme ou modèles
durables?**

Charles PICK (CLINITEX), Valérie ADER (COLOMBUS
CONSULTING), Augustin BOULOT (B-LAB)

→ For students & staff

WEDNESDAY, MARCH 16th

09.00-10.30 (P114 + zoom)

**CORPORATE WORKSHOP
MANAGING THE LGBT+ CAREER**
Bryant Hudson

→ For corp., exec participants, alumni

11.00-13.00 (online)

**SOCIAL SUSTAINABILITY: AN
INTERDEPARTMENTAL INFORMAL
CONVERSATION**

Bryant Hudson



→ For faculty

14.00-15.30 (online)



CORPORATE WEBINAR
French launch GDEIB benchmark with
Center for Global Inclusion

→ For corporate partners, exec
participants, alumni

19.00-20.30 (online)
WORKSHOP

**Expatriates and repatriates: The main
strategies of (re) integration**

B. Pawlyszyn, K. Nemkova

→ For students, alumni, staff

THURSDAY, MARCH 17th

14.00-15.30 (online)
PEDAGOGICAL CAFÉ

Reflecting our diverse world in course
content – Presenting inclusive content
guidelines

→ For faculty (permanent/adjunct)

18.30-20.00 (P225 + zoom)
ROUNDTABLE

Migration and mobilities

Laure Ayosso, Pascale Schmidt-Dubois
& invited guests

→ For staff, parents, exec, alumni,
GEM&L, SIETAR



March 14th, 10.00-12.00 → Teaching & Learning Talk

Milda ZILINSKAITE: Migrations Business, Education and Society

(P225/hybrid)



Whether cross-border or internal, migration is a permanent feature of economic growth and societal change – intertwined with human rights, sustainable development, and geopolitics. Changes in global migration patterns over the past decades have had important implications for the activities and decision-making processes of firms. Yet despite its undeniable impact on management, migration is not actively taught at business schools. This talk will make the case for integrating migration issues into management education. To do so, we will go beyond migration headlines, dispelling some common misconceptions, and looking at the facts that shape the contemporary context in which firms (and business schools that educate future practitioners) operate.

The presentation is based on evidence from the interdisciplinary literature and supported by the first-hand insights from the Advisory Board members – leading scholars, seasoned practitioners, and policy and human rights experts – of the international Migration, Business & Society (MBS) network.

Milda Žilinskaitė is a Senior Scientist and Center Manager at the Competence Center for Sustainability Transformation and Responsibility (STaR), Vienna University of Economics and Business. She received her Ph.D. in Comparative Literature from the University of California, San Diego in 2014. Her research and teaching interests span the areas of social sustainability and the SDGs, labor migration, business ethics, and cross-cultural management.

Finally, she is grateful to have a personal history of low-status jobs as a migrant and for continuous opportunities to challenge herself out of her comfort zone. These experiences in particular have been an inspiration behind co-founding the [Migration, Business & Society global network initiative](#).

For Staff (permanent/adjunct) + SIETAR + GEM&L

→ Registration compulsory [here](#)



March 14th : Teaching & Learning Workshops

2 sessions → 13.30-15.00 & 15.30-17.00



WORKSHOP A: Milda ZILINSKAITE

Addressing migration in your classroom: How to integrate content and pedagogy to achieve quality co-learning (P114/hybrid)

Milda Žilinskaitė is a Senior Scientist and Center Manager at the Competence Center for Sustainability Transformation and Responsibility, Vienna University of Economics and Business, and a visiting faculty at the International Anti-Corruption Academy. She has also taught at universities and/or on company premises in Austria, Germany, Indonesia, Spain, South Korea, and the U.S.

She received her Ph.D. in Comparative Literature from the University of California, San Diego in 2014. Her teaching and research interests are highly interdisciplinary, spanning the areas of (social) sustainability and the SDGs, business ethics, labor migration, cross-cultural management, and public and private sector collaboration.

Finally, she is grateful to have a personal history of low-status jobs as a migrant and for continuous opportunities to challenge herself out of her comfort zone. These experiences in particular have been an inspiration behind co-founding the Migration, Business & Society global network initiative (<https://www.migrationbusinesssociety.net/>).

The Workshop

A 90-minute interactive workshop bringing content and pedagogy together to help teachers and trainers address migration in the classroom and explore how to achieve quality co-learning.

For Staff (permanent/adjunct) + SIETAR + GEM&L

→ **Registration compulsory [here](#)**



March 14th : Teaching & Learning Workshops

2 sessions → 13.30-15.00 & 15.30-17.00

WORKSHOP B – Grant DOUGLAS

Open Books: Putting Students at the Centre of Educational Design (P115 / Uniquely face-to-face)



Using the Human Library activity as an introduction, this workshop will examine some of the challenges linked to putting students at the centre of educational design. The Human Library is a unique experience in which participants can “read” personal stories on different themes such as **Diversity & Inclusion, Teaching and learning, Resilience, Sustainability, Cities & Innovation and Democratic participation**. The only difference with a real library is that books are people, so reading becomes a conversation.

Grant Douglas has been involved in international education and training since 1991. He was in charge of the International Relations Service of different higher education institutes for 17 years. Since 2000, Grant has focused on the conception, organization and implementation of undergraduate, post-graduate and professional development study and training programmes with an international and intercultural dimension. Grant is currently the intercultural track coordinator at IÉSEG School of Management. He is co-director of ICIE (IÉSEG Center for Intercultural Engagement).

For Staff (permanent/adjunct) + SIETAR + GEM&L

→ Registration compulsory [here](#)



March 14th - 17.15-20.00 – Teaching & Learning Workshop

Bjørn EKELUND

Diversity Icebreaker with added Premium, a report generator for individual learning and coaching (P115/Hybrid)



The *Diversity Icebreaker*, developed by Bjørn Z. Ekelund, Human Factors AS, has been applied for teaching cross-cultural interaction and developing Cultural Intelligence the last 20 years. During the COVID-restrictions they have developed the tool to include for the first time a report generator that give the candidates a) individualized feedback on his/her Red + Blue + Green scores, b) general coloured information on communication, blindzones, teamwork, creative problem solving and c) a social learning module where the candidate is promoted to continue learning with whom, when and where they find most relevant. This Diversity Icebreaker with added Premium makes it relevant for extended individual learning during or after the seminar. In this workshop, Bjørn will present the change of pedagogical philosophy, present the main content of the added premium, give participants possibility of assessing themselves and plan a social learning process.

For diversity icebreaker users

→ Registration is compulsory [here](#)



March 15th - 11.00-16.30: CSR & Diversity Day

→ WORKSHOP & STANDS, Student Engagement Activities

This event is designed to enable students and interested staff to further develop their awareness and engagement with different aspects in connection with sustainability and diversity. These questions are tackled via fun activities, workshops and quizzes. Topics will include disability, gender, waste, recycling, health and well-being, cross-cultural knowledge, climate change. There will be workshops and stands led by our student associations.

The winning entries of the “Let’s fight together against violence!” poster and video contest open to all IÉSEG students will also be presented at the event. The winners of the intercultural quiz will be announced (online) at 13.30.

Organized by Maria Castillo & the Sustainability Team, with Laure Ayosso, Claire Philippe, Bohdan Pawlyszyn, Coline Briquet

→ **Join us in PJ00 and PR00, Paris campus, Promenade building**

For students and interested staff



March 15th, 14.00-15.30 – Research Seminar

Milda ZILINSKAITE & Aida HAJRO



Building a thematic research network:

Lessons learnt from the Migration, Business and Society Network

(hybrid/P400)

[Milda Zilinskaite](#) (Wien Universitat) and [Aida Hajro](#) (Leeds Business School) will share insights about the creation and development of their international, transdisciplinary network, [Migration, Business and Society](#). They will discuss how a slightly provocative challenge in Scotland turned into an Austrian-based, international research network and what, if anything, we can learn from the experience that could help us develop our own centers of excellence.

For faculty

→ Click [here](#) to register.

Faculty have received an Outlook Invitation



March 15th, 19.00-21.00 → ICOR Award Conference

Nouvelles formes d'entreprises au service de la société et de l'environnement : Idéalisme ou modèles durables ?

Charles PICK (Clinitex Propreté), Valerie ADER (Colombus Consulting), Augustin BOULOT (B-Lab)

Conférence organisée à l'occasion de la septième édition de la remise du Prix ICOR du meilleur mémoire étudiant sur l'Éthique organisationnelle, la Responsabilité Sociale et la Durabilité en Entreprise.

Le capitalisme tend à réduire la finalité, ou la mission de l'entreprise, à la création de profit.

L'économiste Milton Friedman considérait même que la croissance du profit était la véritable « responsabilité sociale » de l'entreprise, sa seule manière de participer au bien-être de la société. Cependant, de plus en plus d'entreprises décident d'étendre leur mission et d'ajouter d'autres fins à leur activité, et notamment d'intégrer les attentes et les besoins de leurs différentes parties prenantes, de la société et de l'environnement.

De nouvelles formes d'entreprises se créent, comme les « *flexible purpose corporations* » ou « *benefit corporations* » aux Etats-Unis, ou les « entreprises à mission » en France. Parallèlement, des entreprises s'engagent sur cette même voie à travers des certifications, comme la certification B Corp, qui reconnaît l'engagement d'une entreprise et ses effets bénéfiques sur son environnement, tout en étant rentable.

Pourquoi étendre sa mission ? Dans quelle mesure une entreprise peut-elle gérer plusieurs finalités, et leurs éventuelles incohérences ? Quel est finalement l'impact sur le profit ?

Quels sont les acteurs et les processus d'une telle transformation de la mission d'une entreprise ? Quels changements cela implique-t-il dans l'entreprise en termes d'éthique, de gouvernance, de management, de suivi de performance, de modes de travail et de coopération ?

For students & staff

→ Register [here](#)



March 16th, 9.00-10.30

Corporate Career Management for LGBT+ Managers

Bryant HUDSON – Assessing the interest

(P114/hybrid, in English)



An information sharing and gathering session to explore what kinds of career management education and training would be useful for LGBT+ early and mid-career corporate managers.

Bryant Ashley Hudson is a Full Professor of Management at IÉSEG School of Management, Paris, France. He received his Ph.D. from the University of Texas at Dallas. He studies organizations that serve the marginalized, including managing organizational stigma, stigmatized emotions in institutional processes, organizational scandals, and knowledge taboos in a variety of contexts, such as LGBT+ organizations, animal rights organizations, and major national industries. He also studies processes of institutional inhabitation.

Bryant's work appears in the *Academy of Management Review*, *Academy of Management Journal*, *Organization Science*, *Organization Studies*, *Journal of Management Inquiry*, *M@n@gement*, *Organization*, *Journal of International Management*, and *International Studies in Management and Organization*.

For corporate partners, exec participants, alumni

→ **Registration compulsory [here](#)**



March 16th, 11.00-13.00 → Research Conversation

Social Sustainability: Establishing an Interdepartmental Conversation (online)

Bryant HUDSON



An informal information sharing activity allowing IÉSEG researchers who are working on issues of social sustainability to meet, share ideas and information, and plan ways to mutually support one another and enhance the awareness and importance of social sustainability for IÉSEG's commitment to sustainability in general. For more information on social sustainability, see <https://www.unglobalcompact.org/what-is-gc/our-work/social>

Bryant Ashley Hudson is a Full Professor of Management at IÉSEG School of Management, Paris, France. He received his Ph.D. from the University of Texas at Dallas. He studies organizations that serve the marginalized, including managing organizational stigma, stigmatized emotions in institutional processes, organizational scandals, and knowledge taboos in a variety of contexts, such as LGBT+ organizations, animal rights organizations, and major national industries. He also studies processes of institutional inhabitation.

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For faculty

→ **Click [here](#) to register.**

Faculty have received an Outlook Invitation



March 16th, 14.00-15.30 → Corporate Webinaire

A la découverte du GDEIB :

Global Diversity, Equity, and Inclusion Benchmark (online)



De nombreuses organisations sont engagées dans le processus de devenir plus diverses et inclusives. Ces questions sont complexes car elles traversent les activités et structures de toute organisation. A l'occasion du lancement de l'édition française du *Global Diversity, Equity and Inclusion Benchmark*, ce webinar permettra à des membres du Center for Global Inclusion, le créateur du benchmark, de présenter l'outil et de partager des exemples sur la manière dont il peut être utilisé dans une variété de contextes organisationnels.



Lynda White a plus de 30 ans d'expérience en tant que professionnelle des ressources humaines, spécialisée dans la diversité et l'inclusion. Elle est actuellement présidente de McLeod White and Associates Inc., une société de conseil fournissant des services de développement organisationnel dans les domaines de la diversité et de l'inclusion, de l'équité, du leadership, de la pensée systémique, de la facilitation et de la formation, de la planification stratégique et du changement. Lynda est présidente du conseil d'administration du Center for Global Inclusion.



Pascale Thorre est actuellement responsable de l'inclusion et de la diversité globale chez Heineken Company et est une experte reconnue en matière d'inclusion, d'innovation et de stratégie avec plus de 30 ans d'expérience dans l'industrie. Chez Heineken, Pascale se concentre sur l'élaboration de la stratégie globale d'inclusion et de diversité. Après avoir rejoint le brasseur néerlandais fin 2018, Pascale a mis en place neuf nouvelles pratiques inclusives visant à donner vie à l'inclusion au sein de l'entreprise. Elle a aussi formé et développé plus de 900 leaders dans des ateliers sur le leadership inclusif et les préjugés inconscients.



Stéphane Patry est le conseiller principal en ressources humaines depuis 2010, responsable du programme DEI de la Ville de Montréal. Il met en place des plans d'action pour s'assurer que la Ville, avec ses 27000 employés, est une organisation juste, équitable, diversifiée et performante. Il croit fermement aux avantages des partenariats stratégiques avec des organisations à but non lucratif et des experts interculturels pour renforcer les initiatives DEI. Stéphane est un grand supporteur du GDEIB et a dirigé la traduction française.



Grant Douglas est actuellement responsable de la filière interculturelle à l'IESEG School of Management. Il est co-directeur de l'ICIE (IESEG Center for Intercultural Engagement), vice-président de SIETAR France (Society for Intercultural Training, Education and Research) et membre du conseil de l'IACCM (International Association of Cross-Cultural Competence and Management). Grant a aussi collaboré à la dernière édition du GDEIB et sa traduction en français.

For corporate partners, exec participants, alumni → Registration compulsory [here](#)



March 16th, 19.00-20.30 → Workshop

Expatriates and repatriates: the main strategies of (re)integration

Speakers: Bohdan PAWLYSZYN, Katya NEMKOVA & guests

(online)

The workshop will explore the key strategies of integration to a **new cultural setting** and the main re-integration strategies to deal with **reverse culture shock** when returning to a home country. It will focus mainly on the employees' perspective and discuss the **skills and competences** required to have a successful adaptation. It will also uncover what the main problems encountered by expatriates and repatriates are and how it is possible to improve one's **adaptability**.

Several IÉSEG alumni will share their experiences which will allow to compare different scenarios:

- An expatriate: a French employee working in a foreign context;
- A repatriate: a French employee coming back to France after having a working experience abroad.

In their presentation the speakers will focus on the main ways of dealing with the challenges they faced. They will talk about “**DOs**’ and “**DONTs**” based on their extensive experiences. The workshop will also compare different cultural/country settings.

For students, alumni, staff

→ Registration compulsory [here](#)



March 17th, 14.00-15.30 → Pedagogical Café

Reflecting our diverse world in course content – Developing inclusive content guidelines

Conversation led by Catherine DEMANGEOT and Grant DOUGLAS
(online)

Further to the conversation started last year, when colleagues shared practices embedding intercultural dimensions in our courses and disciplines, to educate intercultural pioneers of change, in this pedagogical café, we would like to facilitate the sharing of practices and experiences around the three main ways our courses are opportunities to enable our students to grasp the intercultural and diversity dimensions implicit in the domains that we teach, and practice inclusion. Specifically, we will invite the sharing of practices and questions, in small groups, around the questions of:

1. What intercultural, diversity and inclusion considerations are there in our respective disciplines and within our classes?
2. What makes the content of our course more diverse, inclusive and reflective of intercultural dimensions?
3. How can we leverage the diversity of our students in our courses to enhance the consideration of diversity and intercultural dimensions?
4. How can we ensure that our teaching/facilitative practices are inclusive? We will also share a series of recent teaching resource curations and some guidelines on how to further integrate these dimensions in our teaching.

For faculty (permanent/adjunct)

→ Registration compulsory [here](#)



March 17th, 18.30-20.00 → Roundtable

MIGRATION AND MOBILITIES

Discussions led by Pascale SCHMIDT-DUBOIS

Opening Note: Laure AYOSSO

Discussion Panel: Blessing OKORO; Luis FERNANDO PEREZ ARMAS; Jonathan LEVY

Languages: French / English

Join us for a roundtable on the topic of mobility and its impact on our identity and society. A panel of participants will be sharing their stories followed by an interactive session where members of the audience will have the opportunity to reflect on and share their own experiences and questions in both French and English.



Pascale Schmidt-Dubois is a lecturer at Iéseg in intercultural management. Having lived most of her life abroad, she is also a consultant for expatriate families. Her fields of interest include bilingualism, diversity management and pedagogy.



Laure Ayooso is a Senior Teaching Fellow at IÉSEG, specialised in language learning strategies in hybrid environments and intercultural competence in higher education.



My name is **Blessing Ofure Okoro**. I am passionate about digital media, writing and life-long learning. I've gained over 7 years' experience in the corporate world while working as a management consultant, an auditor and in recent years as a digital marketer. After my graduation from the 2018 IMBA class of IÉSEG School of Management, I went on to create my Auto-Enterprise here in France offering services in digital marketing, social media management and content writing for clients in Europe, Africa and North America. In my leisure time, I write in my journal, teach English lessons and I'm currently working on my second book.

Luis Fernando Pérez Armas est assistant d'enseignement et recherche à L'IESEG où il enseigne la gestion projet, et la gestion des opérations. Il est en train de finir son doctorat à l'Université de Lille, et ses recherches portent sur la recherche opérationnelle pour la gestion projet.



Jonathan Levy is the initiator, and **pedagogical, and advocacy director of the CRIA (Child rights in action)**. He is a teacher trainer and trainer of child professionals. He is educated in Pedagogy and the philosophy of education and lives and works in France. He provides training in the education, social, Intergovernmental and NGO sectors. Jonathan is a consultant for both UNESCO & UNICEF in pedagogy and children's rights. He is the Vice President of the International Janusz Korczak Association and is a member of the high commission on children's issues created by the French government: HCFEA



For staff, parents, exec, alumni, GEM&L, SIETAR → Register [here](#)



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