



UNIVERSITÀ
CATTOLICA
del Sacro Cuore

Diversity at work: working better by working together

PROF. BRIAN GROVES

Area of study:	Business and Economics
Area Code:	IB/SO370
Method of Instruction:	In-person

Description

“Whenever people listen to one another humbly and openly, their shared values and aspirations become all the more apparent. Diversity is no longer seen as a threat, but as a source of enrichment.” Pope Francis, Sri Lanka, January 13, 2015.

Quoting from the Introduction of the 2022 Bloomsbury Business publication *Belonging: The Key to Transforming and Maintaining Diversity, Inclusion and Equality at Work* by Unerman, Jacob and Edwards, “Change is never ceasing, disruption is everywhere. The workplaces that will thrive are those who can combine the best talent to solve problems and drive growth. The only way to achieve this is to ensure that everyone with a contribution to make feels like they belong there.”

The course explores aspects of workplace performance from the perspective of diversity. The goal to borrow from the A11Y accessibility and inclusivity project is “not to be perfect by the end; the goal is to be better today.”

Course objectives can be synthesized as follows:

- Nurture a belief in our uniqueness;
- Understand the impact of embracing diversity at work;
- Explore elements of diversity, inclusion and equality;
- Review characteristics of workplace performance;
- Build a commitment to championing openness.

COURSE CONTENTS

- Definitions of diversity, inclusion and equality
- The development of diversity at work
- Diversity models and best practices
- Overcoming diversity challenges
- Aspects of performance at work: leadership, development, choices and presence
- Learning from other students: an example of successful diversity, inclusion and equality at work



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PREREQUISITES

The course is an introduction to diversity at work and does not require any previous knowledge of this subject. Curiosity towards 'bringing our uniqueness to the workplace' will be a facilitating factor in obtaining the most from the sessions.

METHOD OF TEACHING

Together with traditional front-of-room lectures coupled with MS PowerPoint input, the learning process is supported by stimulating experiential learning and interactive coaching exercises, short videos, small group work, pair work and group discussions.

COURSE REQUIREMENTS

Students are required to:

- a) Attend in class and actively participate in the class lessons. Mobile phones are NOT to be used in class;
- b) Create, in MS PowerPoint or PDF only, a five-minute end-of-course presentation, highlighting a successful example of diversity, inclusion and equality within the workplace (university, internship, part-time job, community project, volunteer activity, etc.). The presentation should be submitted for viewing during the scheduled 'Class presentations' lesson(s);
- c) Take an end-of-course two-part (open book) written exam assignment for online submission by the scheduled 'Final exams' lesson.

CREDITS

6 ECTS

GRADING

Engagement with the lessons	10% of final grade
Class presentation	30% of final grade
Final written exam	60% of final grade

COURSE READINGS AND MATERIALS

Essential reading list:

Groves Brian, *Reflections on performance at work* (EDUCatt publication)

Material for the coaching exercises and the course slides will be available on Blackboard.

INSTRUCTOR BIO

Brian Groves DipM FCIM Chartered Marketer, CTI-trained Co-Active Coach, Freelance Trainer, and Author, has supplied to date over 17,205 hours of professional and personal development to a portfolio of corporate and individual clients.



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Past clients include: ARCA SGR SpA, Compaq Computer SpA, Credit Suisse First Boston, Dell SpA, Escada Italia Srl, Fideuram Capital SpA and Luxottica Group SpA.

As a Contracted Professor, in addition to the course *Diversity at work: working better by working together*, Brian teaches the Università Cattolica's International Curriculum graduate courses *Leadership coaching: bringing potential to the stage of work*, *Personal marketing: performance skills at work*, *Performance management at work*, and *The human side of business*.

In past semesters, he additionally taught the course *Mentoring success: the stage of work*, being part of the Università Cattolica's International Internship Program, plus the Interfaculty postgraduate course *Training through drama and coaching for work*. In 2012, as a Visiting Professor, he taught this course at the Pontifical University of John Paul II in Krakow, Poland.

Born in Brighton, England, he started his career in the corporate worlds of London and Brighton working in finance and banking. Putting aside the suit and tie, he then experienced a different perspective of life as a kibbutz volunteer, based near Haifa, Israel, for six months.

After residing in Milan for many years, he currently lives in Modena, Italy. A passion for music, sport, and the theatre, examples of channelling the power of preparation and practice into peak moments of performance, have accompanied him throughout his journey to now.

Spending nearly a year in a wheelchair as a child led Brian to appreciate the importance of accessibility and tolerance towards all. Issues with his eyesight have forced him to stop driving and recently give up his driving license. Committed to living mindfully, he is a vegetarian and daily meditator.

To date, he has published 34 books uniting coaching, performance and work, plus more recently, inspirational and haiku poetry. A keen blogger, Brian's 1,400+ postings regarding professional and personal development can be read at <http://bgdtcoaching.wordpress.com>

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