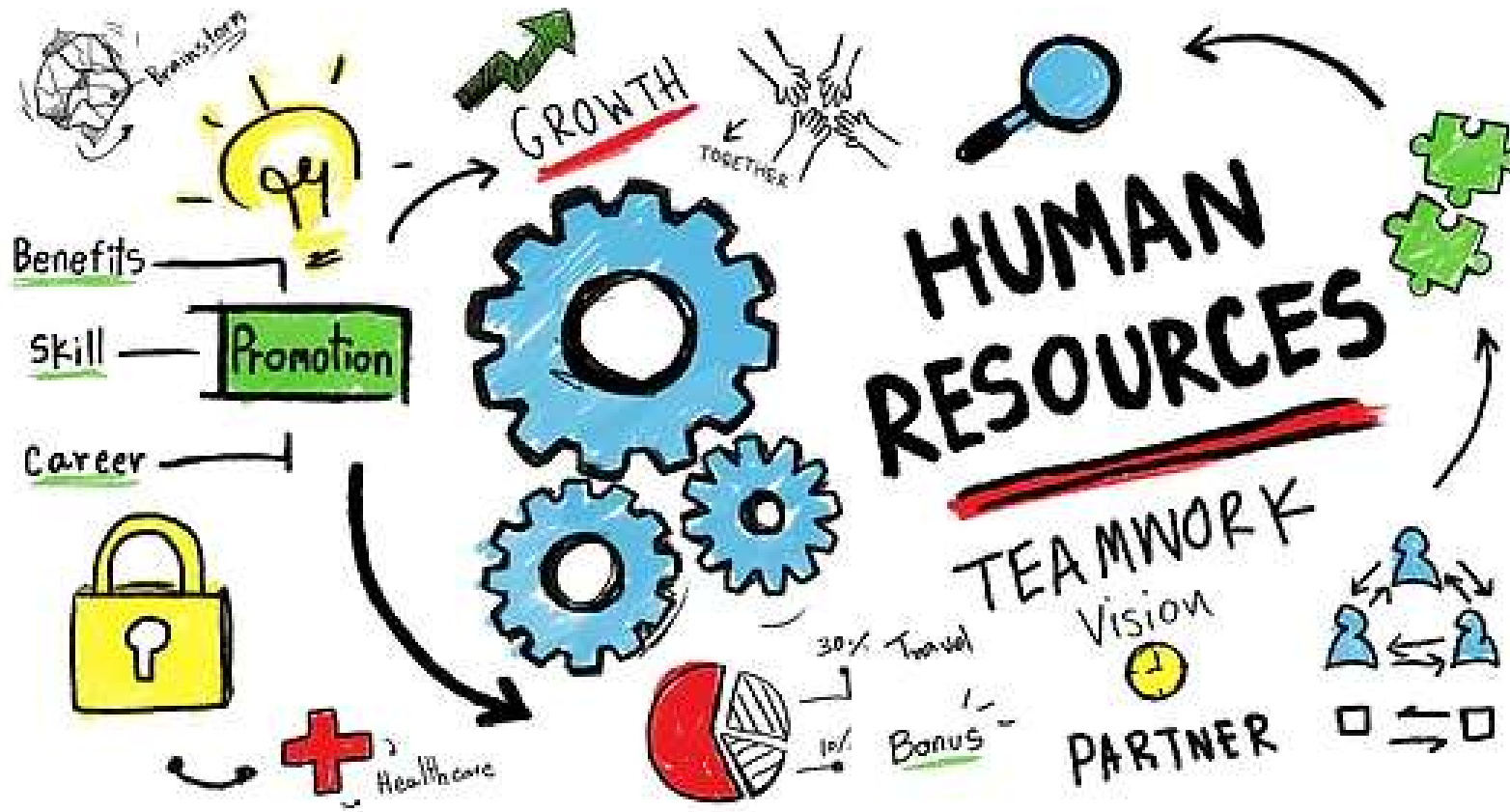




FACULTY OF
MANAGEMENT
University of Lodz

Leadership and Teamwork Management Erasmus course



Dr. Izabela Różańska-
Bińczyk, Ph.D.

University of Lodz,
Faculty of Management,
Human Resources
Management Department



UNIVERSITY
OF LODZ

Scope of the course



This course aims to present theoretical background and importance of teamwork management in modern organizations as well as develop and strengthen practical leadership competences in teamwork. The scope of the course includes, among others:

- The idea of contemporary HRM.
- Determinants of HRM.
- What`s new in HRM? New functions, new methods, new tools.
- The concept of a group and a work team.
- Effective communication within the employee team.
- Challenges in human resource management and the employee team.
- Leadership and management in teamwork.
- Leadership styles in teamwork.
- Relationships in teams and between teams.

The course will be conducted as activity workshops using multimedia content. Special attention will be paid to the shaping practical competencies in managing teamwork and leading teams.

Organizational issues



- Visit www.matejun.pl to get presentations
 - (Dla studentów – „For students”), pass: human
 - Attendance is obligatory
- English as the medium of instruction!
 - not to learn English, but use English as a tool for learning
 - however, let’s support our language skills and please report any bugs!
- Form of assessment:
 - Test
 - For a group task done during classes, you can get extra 4 points from each of two lecturers
 - HRM trainings
- Office hours:
 - Izabela Różańska-Bińczyk
 - contact via e-mail: izabela.rozanska@uni.lodz.pl
 - Marek Matejun
 - contact via e-mail: marek.matejun@uni.lodz.pl

Organizational issues



Course schedule:

Monday 3.00 – 5.15 pm (3 ths)	Teacher
2024 October 28	Izabela
2024 November 04	Marek
2024 November 18	Izabela
2024 November 25	Izabela
2024 December 02	Marek
2024 December 09	Izabela
2024 December 16	Marek
2024 January 13 (Test)	Marek

- meetings without breaks!
- 3h x 8 = 24 ths in total
- workshops

Dr. Izabela Różańska-Bińczyk



I am an Assistant Professor in the Department of Human Resource Management at the Faculty of Management of the University of Lodz

e-mail:

izabela.rozanska@uni.lodz.pl

More info at

<https://izabelarozanska.com.pl/>



What happens when we stop putting people in boxes ...





Programs in the area of HRM



- Talent Management
- Work Life Balance Standard
- Employer Branding
- **Diversity Management**
- Corporate Wellness
- Corporate Social Responsibility (CSR)



Exercise - work in groups



Reading the paper, answer the key questions (you can also use the Internet and find information about diversity management yourself):

group 1 **What is diversity management?**

group 1 **What are the types of diversity?**

group 2 **What are the benefits of diversity management in the workplace?**

group 3 **What are the challenges of diversity management?**

group 4 **How can organization improve its diversity management?**

Source:

<https://minthr.com/glossary/diversity-management/>

<https://resources.workable.com/hr-terms/the-types-of-diversity>

What is diversity management?



Diversity management is the action taken by an organization to ensure the inclusion of employees from a range of backgrounds. It is there to create a workplace that is diverse and inclusive.

By not only hiring employees from a variety of backgrounds (diversity) but also making them feel welcome (inclusion), an organization can expect to see a stronger culture and improved business results.

Diversity management



This narrow definition of diversity primarily focuses on the recruitment regulations and procedures of organizations. In contrast, using a broader definition, diversity management is a more inclusive approach towards attracting new personnel, proposing a broader understanding of individual differences that also includes factors such as sexual orientation, skills and experience. Of course, the different definitions and related perspectives influence the problems of implementation and the rules and arguments guiding the development of diversity management.

Diversity management



Diversity management is a process intended to create and maintain a positive work environment where the similarities and differences of individuals are valued, so that all can reach their potential and maximize their contributions to an organization's strategic goals and objectives.

Diversity management



Diversity means having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experiences, and interests. Having a variety of individuals and points of view represented in the department. Diversity is a group of people who are different in the same place.

What are the types of diversity?



Based on the standard diversity definition, the types of diversity in a social context are theoretically infinite: they encompass every characteristic that appears with variations among a group of people (such as hair or eye color). But usually, when it comes to workplaces, there are seven types of diversity we pay attention to.

Here's a list of the different types of diversity in the workplace:

- Cultural diversity
- Racial diversity
- Religious diversity
- Age diversity
- Sex / Gender diversity
- Sexual orientation
- Disability

What are the benefits of diversity management in the workplace?



- Companies with more diverse workplaces perform better than their less diverse competitors
- Strong inclusion practices can give organizations a competitive edge
- Diversity and inclusion are essential for business recovery and resilience in times of crisis

Organizations that successfully implement diversity management in their workplaces have access to a wider talent pool. This means access to more skilled and innovative workers who have the ability to help an organization grow by :

- Improving organizational performance
- Encouraging innovation
- Enhancing customer service
- Being a source of competitive advantage
- Expanding the talent pool
- Helping to build a better reputation

What are the types of diversity management?



There are three types of diversity management:

- **Structural Diversity Management :**

It is when an organization changes its structure to be more inclusive. This could involve changing the way job descriptions are written so that they do not exclude certain groups of people or setting up employee resource networks for underrepresented groups.

- **Process Diversity Management :**

It is when an organization changes its processes to be more inclusive. This might involve changing the way performance reviews are carried out or redesigning recruitment and selection processes to remove unconscious bias.

- **Behavioural Diversity Management :**

It is when an organization changes its culture to be more inclusive. This might involve changing the way leaders communicate with employees or introducing policies and initiatives to support a more diverse workforce.

What are the challenges of diversity management?



- There are many challenges in managing diversity in the workplace. One of the most significant challenges is unconscious bias when people judge others based on their personal beliefs and prejudices. This can lead to people feeling excluded or marginalized at work.
- Another challenge is that diversity programs can be time-consuming and costly. It can be difficult to change long-standing processes and structures, which can take time and money.
- Managing diversity can also be challenging because it requires people to change how they think and behave. This can be a difficult process for many people, and it can take time for them to adjust to the new way of working.
- Finally, one of the biggest challenges to managing diversity is that it can often be met with employee resistance. This is because people can be reluctant to change the way they work or because they may not understand the benefits of implementing diversity management.

How can you improve your diversity management ?



Improving an organization's diversity and inclusivity can be a slow task. Five ways to manage diversity well include:

- **Setting goals for diversity management and examining progress**
- **Encouraging open communication**
- **Providing training on unconscious bias**
- **Getting managers involved in diversity management**
- **Ensuring zero-tolerance toward discrimination**

Diversity management



Diversity is any dimension that can be used to differentiate groups and people from one another. In a nutshell, it's about empowering people by respecting and appreciating what makes them different.



Stereotypes



A stereotype is a **fixed general image or set of characteristics that a lot of people believe represent a particular type of person.**

Stereotype has a negative connotation. But a stereotype is simply a generalization about how a group of people behaves. It may be statistically accurate but not universally valid. We shouldn't make decisions affecting an individual based on a stereotype, even if it is statistically accurate

In social psychology, a stereotype is a **generalized belief about a particular category of people.** It is an expectation that people might have about every person of a particular group.

70 People Reveal Their Country's Most Popular Stereotypes

<https://www.youtube.com/watch?v=4MRZbWuUmkk>



Questions for discussion



- Did this exercise help you break stereotypes about selected nationalities?
- Does this exercise touch on important issues?

