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POSTER

TITLE	Beyond the tools : towards a sensitive approach of human resources in a LLL perspective
ABSTRACT	<p>Human Resource Managers (HRM) face complex decisions, choices, projects, conflicts in terms of diversity and multiculturalism. As a matter of fact, they are regularly confronted with problems such as gender, age, handicap, nationalities, communities, religious affiliation, sexual preferences, individual life styles...</p> <p>Their ability to perform in such situations naturally depends on the management tools they use, but we consider that a strictly instrumental perspective has become insufficient.</p> <p>As a consequence, we suggest to experiment and implement an ULLL program based on a sensitive approach of these professional situations characterized by diversity and multiculturalism</p>
KEY WORDS	HRM, diversity, art, multiculturalism
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SHORT BIOGRAPHY FROM EACH AUTHOR	<p>Dr Eric AGBESSI is currently the Dean of the Faculty of Applied Languages, Commerce and Communication at Blaise Pascal University in France. Previously, he was for 8 years vice-president in charge of lifelong learning in the same university. He is a specialist of American civilization and works more particularly on the civil rights laws voted by the American Congress in 1964. Two years ago, he edited a book in two volumes on the color black and he has more recently published a book on the American senate at the time of the civil right laws. He is also in charge of a series entitled "Communication, solidarity and diversity" at Le Manuscrit Publisher.</p> <p>Dr Annie SINDA manages Longlife Learned programs of the Faculty LACC at Blaise Pascal University in France. She is specialized in organization strategies and focuses in pedagogical and research activities on the value chain. She works especially in the scope of the social and solidarity economy by observing and analysing these methods or experiences into the region of Mendoza (Argentina) and Auvergne (France)</p> <p>Dr Pierre MATHIEU is mandatory dean of the Faculty of Applied Languages, Commerce and Communication at Blaise Pascal University in France. He supervises an MBA in "Human Resources Intercultural Management" and conducts several research projects about Human Resources Management, diversity, multiculturalism and Corporate Social Responsibility. He recently wrote 3 chapters on these subjects in collective books.</p> <p>Patrice BEGIE has been PhD student for 1 year. His research program is about the way managers develop and implement competencies and abilities beyond existing rational tools, more particularly on sensitive and intuitive perceptions.</p>