KU LEUVEN

Turning diversity into strength?
Cross-generational, cross-cultural, and cross-belief collaboration

Monday 9 March 2026, 1 PM - 5:30 PM
KU Leuven Campus Ghent



PUC | CONTINUE

How can you ensure that diversity doesn't lead to friction, but instead strengthens collaboration and innovation?

Older employees seeking stability vs. younger generations craving flexibility.
The so-called "clash of generations" is often seen as a challenge in the workplace.
But is reality really that black and white?

Research shows that the differences within generations are often greater than those between them. The real challenge, then, is not how to reconcile generations but how to use diversity as a driver of collaboration and growth.

Understanding and Leveraging Diversity

Diversity is about more than just age. Background, personality, culture, and beliefs all shape the way people work and communicate. Just think about your own team: how many different perspectives are sitting around the table? And are you truly tapping into those differences? What if diversity wasn't seen as an obstacle – but as a powerful lever for innovation and success?

From Difference to Synergy

During this half-day seminar, we'll explore how to bring together different generations, backgrounds, and ways of thinking in a way that fosters synergy, renewal, and better performance.

We combine academic insights with real-world examples, offering you practical tools to apply immediately in your own organisation, with the following key takeaways:

- **Raise awareness** of the different dimensions of diversity and their impact on collaboration and team dynamics.
- **Share scientific insights** on how diversity enhances performance, innovation, and engagement.
- **Strengthen leadership skills** to effectively harness diversity within teams and promote an inclusive workplace culture.
- **Offer practical tools** for organising work in ways that encourage and leverage diversity.
- **Learn from real-life cases** of organisations that successfully embrace diversity.
- **Foster interactive exchange**, allowing participants to discuss their own challenges and share best practices.

Target audience

- HR professionals looking to integrate diversity into their HR policies
- Team leaders and managers aiming to foster effective collaboration in diverse teams
- Team coaches seeking tools to turn diversity into a strength
- Entrepreneurs striving to build an inclusive company culture
- Policy makers working to promote diversity and inclusion within organisations
- L&D professionals supporting learning and development in diverse teams
- Project managers collaborating with teams from different backgrounds and disciplines

Programme

12:30 PM | **Welcome & lunch**

Enjoy a light lunch and connect with fellow participants.

1 PM | **Diversity at work: it's never finished, and it’s always something**

Diversity fuels innovation and creativity, but it also brings friction, misunderstandings, and conflict. Why is that? And more importantly, what does it take to truly make diversity work? Lecturer-researcher Bart Moens (Odisee University of Applied Sciences) shares scientific insights and real-life experience on diversity in the workplace.

He addresses questions such as: What does research say about the impact of diversity on performance? When does diversity strengthen teams, and when does it hinder them? What is the key to unlocking its potential? And why is diversity also a moral responsibility?

Practice case: Statik - Daphne De Wit (Sustainability Coordinator)

2 PM | **Leading a diverse team**

How can you, as a leader, foster connection and collaboration within a diverse team? Leadership coach Emmanuelle Verhagen, co-founder of DUIN.partners, shares her expertise on inclusive leadership and team cohesion.

Practice case: Ivago - Stephanie De Wulf (HR Manager)

3 PM | **Coffee break**

3:30 PM | **Organising work through diversity: a practical approach**

How can diversity be used as a building block in team design and work organisation? Prof. Geert Van Hootegem, professor of Sociology of Work, demonstrates how thoughtful team design rooted in diversity can lead to better performance, higher engagement, and more innovation.

Practice case: BASF - Kevin Neirynck (Senior Global Operational Excellence Manager)

5 PM | **Panel discussion & networking reception**

The day concludes with a lively panel discussion and informal networking.
Moderator: Ann Vermeersch, Lead Strategic Advisor at Randstad and member of the PUC Advisory Board for People & Organisation



Practical

Date and location

- Monday 9 March 2026, from 1 PM to 5:30 PM
- Reception and sandwich lunch from 12:30 PM
- KU Leuven, Ghent Campus (Gebroeders De Smetstraat 1, 9000 Ghent)

Registration

- Register online before 1 March 2026
- Participation fee: €250
- You can choose between two payment options:
  - Bank transfer to IBAN BE31 2850 2133 2955 (PUC – KU Leuven Continue), mentioning 400/0028/36479+ name of participant(s). No invoice will be sent.
  - Payment upon invoice. Please indicate your preferred payment method during registration.

SME

We are a training provider recognised by the Flemish Government. Payment via the SME e-wallet is possible. Our recognition number is DV.O102270. When applying for reimbursement, select:

- Main theme: Personnel Management
- Sub-theme: Personnel Planning
- Training reference: 400/0028/



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By registering, I agree that the information I provide may be used to contact me in the context of this training course and for any useful follow-up.