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## **PRESS RELEASE**

### **Medica teams up with the Sciences Po institute to train its managers in handling cultural diversity**

**Paris, 20 March 2012** – The Medica group, a leading player in the French long-term and short-term dependency care market, is joining forces with the prestigious Sciences Po institute to train its managers in HR management in keeping with the principles of non-discrimination and diversity (recruitment, training, career management and communication).

The goal of this partnership is to reinforce within Medica a managerial culture embracing differences and showing respect—one of the Group's core values. It aims to achieve respect and a clear understanding among Medica's employees, residents and patients who come from increasingly varied cultural horizons in terms of their age, origins and professional career... mirroring our increasingly diverse society.

#### **Common beliefs about diversity**

The prestigious Sciences Po (public research and higher education) institute is well known for its bold action over the past ten years in promoting diversity in the student world. In addition, its Diversity and Intercultural Management course, offered as part of continuous training programmes, is directed by Philippe Pierre, considered to be one of the leading experts in diversity management in France today (over 50 academic publications).

With a PhD in social science from Sciences Po and having worked as a researcher at LISE/CNRS for close to 15 years, Philippe Pierre has led a number of research programmes focused on diversity management, managerial courage and change management. He is a professor at Sciences Po and at Paris Dauphine and he has written numerous books<sup>1</sup>. He has also put his beliefs into practice as HR director for L'Oréal's luxury goods division.

Likewise, Medica has pursued a bold policy of promoting diversity for several years. In particular, it has signed company-wide agreements to promote the employment of disabled workers and to keep senior employees in employment.

#### **Training combining theoretical insights with practical case studies**

Medica's goal is to develop with Sciences Po's diversity experts a management method that can be used in the field and is geared to the specific circumstances of the Group's facilities (nursing homes and clinics).

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<sup>1</sup>Co-author with Evalde Mutabazi of "Pour un management interculturel. De la diversité à la reconnaissance en entreprise", Editions L'Harmattan, 2008. Co-author with Evalde Mutabazi of "Les discriminations, Idées reçues", Cavalier Bleu, 2010.

With a sharp focus on operational aspects and feedback, the training delivered to Medica's managers over two days by Sciences Po staff aims to build a diagnostic grid for intercultural realities in the workplace, strengthen their ability to handle discrimination-related risks and work on achieving the right posture for managers in a multicultural environment so that they are able to understand and harness the value of differences.

A total of 16 sessions began in January and are scheduled throughout 2012 so that over 250 of the Group's managers can attend.

### **Creation of a Diversity Observatory**

New initiatives proposed by the newly created Diversity Observatory within Medica will be implemented throughout 2012.

This Observatory gives Medica its own structure specifically dedicated to promoting diversity. As a genuinely forward thinking unit, one of its objectives is to ensure that the diversity-related commitments made under company-wide agreements are actually met, notably by tracking indicators.

*"Our business is all about people. Paying attention to diversity is therefore all the more important for us. Creating a special unit dedicated to promoting diversity within the Group and bedding in a managerial culture respectful of differences add a new dimension to our commitment",* summed up Christine Jeandel - Deputy Chief Executive Officer of Medica.

### **About Sciences Po's continuous training department ([www.sciences-po.fr](http://www.sciences-po.fr)):**

To meet the needs of businesses and public-sector agencies, the Continuous Training department has developed an extensive range of training courses specifically for executives and senior managers, along the same lines as the multidisciplinary education delivered at Sciences Po. Each year, it offers more than 400 training programmes—short courses, courses leading to the award of certificates or even diploma courses. Its fields of expertise for businesses include management, leadership, communication, economics and sociology. During 2011, more than 7,000 executives and senior managers attended Sciences Po's continuous training sessions.

### **About Medica:**

Created in 1968, MEDICA is a leading provider of long and short-term dependency care in France. It operates in both the long-term care sector, with nursing homes in France and Italy, and in the post-acute and psychiatric care sector. In these two sectors, the Group operated a total of around 15,400 beds and employed more than 8,500 people as of 31 December 2011. MEDICA has been listed on the NYSE Euronext Paris stock exchange since February 2010 – Compartment B – Eligible for the Deferred Settlement Service.

MEDICA is included in the SBF 250, Euronext CAC Healthcare, MSCI France Small Cap and Gaia indices.

MDCA – ISIN: FR0010372581 – Reuters: MDCA PA – Bloomberg: MDCA FP

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