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Title: **Diversity Management and Innovation: How companies can reach it through Valodi Methodology**

Abstract:

Valorisation of Diversity Skills, "ValoDi" is a two-year project (LdV/ToI 2009-2011) within the European Community Programme Leonardo da Vinci. It is a transfer of innovation project following the work accomplished in a previous project Tools for Diversity.

The ValoDi project aims to help developing management professionals', teachers', trainers' and workplace instructors' to manage diversity and to use it as a generator of innovation, and benefit both internally (generation of new processes or improving existing ones) and externally (development of new services or products or modification of existing ones).

To fulfill this goal, the project has defined a number of competencies to be developed by the company or organization. Such competencies have been included in the "Core Curriculum", a selection of competencies in which are based the materials developed in the project.
The methodology suggests three training itineraries or pathways to make progress in the management of diversity and innovation. Ideally, the ValoDi methodology proposes a set of training profiles and interventions for organizations to select from identified needs.

ValoDi methodology is flexible. The itineraries, with its training materials and tools, can be performed alone or simultaneously. It is recommended to analyse the results obtained through the use of the assessment tools before choosing a learning path. In any case, the company can decide what are the competences in which they would like to be focused based on their needs, interests, strengths or weaknesses. When dealing with competences we split them into three aspects: knowledge, skills and attitudes.

Diversity and innovation have in common the need of being managed in the company. The innovation process, which deals with generating, finding, selecting, implementing and marketing ideas, could be enriched by the diversity management process, being Valodi's methodology the nexus between them.

Keywords: Diversity , Innovation , Methodology , Competencies