Diversity

Diversity training is one of the most powerful tools organizations can use to improve their capacity to better understand and engage their diverse employees and customers. It covers an introduction to diverse group characteristics and definitions, such as cultural, disability, gender, age, and sexual orientation.

Raising awareness, although important, is not the ultimate goal. It's the beginning of a process to build understanding, cultural competency and the skills to prepare employees and managers at all levels to understand and own their role in attaining the organization's diversity and inclusion goals.

Duration

1 day

Public

Employees and managers at all levels.

Objectives

- Diversity promotes productivity:
    - Increased trust
    - Greater collaboration
    - Resolution of differences
    - Improved communication
    - Better cohesion
    - Reduced conflict
    - Collaborative problemsolving

Program

- What is diversity?

- Becoming culturally competent

- Hofstede's cultural dimensions

- Triangle of Lewis

- Gender differences

- Different working generations : resolving generational conflict

- Understanding the importance of a diverse workforce

Methodology

This very interactive training is completely oriented towards real situations.

The choice of *the circular methodology* guarantees the strongest transfer of the treated conceptual elements towards the application and use afterwards in the work environment.

Practice,
cases,
examples

Theoretical
insights,
methods