

Diversity Management

Course Description: Diversity Management Training represents the opportunity for organizations to educate their employees and managers about workforce diversity and enable them to embrace and leverage differences for the benefit of the organization. Although diversity training cannot completely change an individual's core beliefs, it does have the ability to increase awareness, impart knowledge and educate employees on how to accept differences among fellow employees and create a more tolerant and sensitive organization. This training aids organizations in breaking barriers that separate different types of employees, so that a positive and energized workplace environment can be created.

Course Outline

1. Understanding Diversity
2. Business Case for Diversity & Inclusion
3. Cultural Diversity and Cultural Key Considerations
4. Detriments to Workplace Diversity - A Guide to Employee Relations
5. Challenges of Diversity
6. Diversity and Inclusion - Gateway to Leading Diversity

Course Objectives

- a) Teach individuals who are different from others how to work together effectively with ethno - relativism and pluralism approaches
- b) facilitate positive intergroup interaction, reduce prejudice and discrimination;
- c) help participants gain cultural awareness;
- d) provide guidance how to achieve and establish a diversity initiative and measure its impact;
- e) link workplace diversity to organization's strategic goals and objectives i.e. business case for diversity;
- f) guide towards leading an inclusive workplace and acquire understanding of effective interventions for promoting healthy workplace diversity.



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