

## Description

In the new global economy, it is more important than ever to understand how culture affects communication and perception. Improving intercultural communication enhances success by bringing varied perspectives and fresh ideas into the workplace.

As the world gets smaller, the workforce becomes more mobile and outsourcing becomes more common. The need to understand diversity and to be able to include cultural diversity as part of the work-place culture is becoming increasingly important

Diversity and inclusion are key to business and organisational success. Evidence increasingly demonstrates that organisations who make the most of their people, by creating a fair and inclusive environment in which people are free to be at their best, are the most successful organisations.

### **People often ask us:**

- How do I make the most of the people I lead?
- How do I deal with diversity and inclusion issues?
- How do I ensure fairness and quality at work?
- What are my responsibilities under equality Law?

Embracing diversity and ensuring inclusion creates an environment where people are happier, more creative and more productive. It also helps reduce absenteeism and turnover, as well as making your organisation a more attractive place to work.

This one day workshop aims to support you in ensuring that the environment you, your teams and your colleagues work in is fully inclusive and makes the most of the diverse and talented people within it - creating a workplace in which we can all help each other to be at our best.

The course workbook provides a valuable resource for cascading diversity and inclusion ideas to your staff.

## **Delegates will learn how to**

- Identify the key drivers and benefits for diversity and inclusion at work
- Explain how unfairness happens in the workplace
- Identify examples of good and bad practice in terms of diversity and inclusion in the workplace
- Explain the requirements of the Equality act 2010
- Effectively and confidently challenge inappropriate behaviour at all levels within the workplace
- Identify how to explore diversity in the workplace, helping empower colleagues to 'be themselves at work'
- Commit to actions to increase inclusion and embrace diversity in the workplace

## **Audience:**

- The course is aimed at anyone who manages people.
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## **Outline**

Introductions and welcome

Icebreaker quiz

A Class Divided

Drivers and benefits for diversity and inclusion

Understanding unfairness

- stereotyping and what drives it

Legal stuff

Communicating for diversity and inclusion

# Diversity Management

- assertive challenge and opening up the conversation

Personal action planning

Close

## Prerequisites

There are no prerequisites for this course.