

## Effective Diversity Management

Plan, Manage, and Foster your Organisation's Diversity

Date	Venue	Fees
16 - 20 Sep 2019	London	\$5,950
15 - 19 Dec 2019	Dubai	\$5,950

### Training Course Overview

According to Apple Inc., "The most innovative company must also be the most diverse" (Apple, 2018). Harnessing the power of diversity and inclusion is essential for the viability and success of every organisation. People who feel fully welcomed, valued, respected, and included by their colleagues and their organisations will fuel this growth. Put simply, diversity works. However, diversity without inclusion is not enough. Inclusion, while closely related, is a separate concept.

SHRM defines inclusion as "the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success". Current research has identified a very basic formula: Diversity + inclusion = better business outcomes (Deloitte, 2018).

Over forty years of diversity training, research has demonstrated that diversity training can have a significant positive impact, especially when it targets awareness and skill development and occurs over a significant period of time. Diversity training effectiveness depends on the training methods used, the personality characteristics of those being trained, and the specific outcomes that are measured after training concludes.

### Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Manage a culturally diverse and inclusive workforce
- Understand and appreciate cultural difference
- Identify unconscious bias in self and others
- Promote the idea of diversity and inclusion in teams and your organisation
- Improve your Cultural Intelligence (CI)



### Designed for

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- Professionals who want to learn about diversity and inclusion
- All Human resource (HR) Professionals, Managers and Business Partners
- Team leaders, supervisors, section heads and managers
- Professionals who have an interest in managing diverse groups of people
- Anyone who needs to understand how to apply best-practice in diversity management

### Training Course Outline

Amongst a wide range of valuable topics, the following will be prioritised:

- Understanding the drivers of diversity in the workplace
- The business case for cultural diversity
- The major components of diversity
- The inclusive workplace
- The need for Cultural Intelligence (CI)
- Understanding yourself: understanding others
- Types of Bias (affinity, ambiguity, confirmation, attribution, comparison)
- Understanding stereotypes and biases
- Inclusion and transformational leadership
- Preventing and dealing with workplace discrimination

#### The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course.

#### OUR QUALITY STANDARD

Fully Accredited to Ensure the Highest Possible Standard



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