



Effective Diversity Management

Plan, Manage, and Foster your Organisation's Diversity

► Upcoming Sessions

23-27 Sep 2024	Istanbul - Turkey	\$5,950
03-07 Feb 2025	London - UK	\$5,950
02-06 Jun 2025	London - UK	\$5,950
22-26 Sep 2025	Istanbul - Turkey	\$5,950

► Training Details

Training Course Overview

According to Apple Inc., "The most innovative company must also be the most diverse" (Apple, 2018). Embracing diversity and inclusion is crucial for the sustainability and prosperity of every organization. When individuals feel fully welcomed, valued, respected, and included within their teams and organizations, they become catalysts for growth. Simply put, diversity is effective. However, diversity alone isn't sufficient; inclusion, though closely related, stands as a distinct concept.

SHRM defines inclusion as "creating a work environment where all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success." Current research underscores a fundamental equation: Diversity + inclusion = enhanced business outcomes (Deloitte, 2018).

Decades of diversity training and research have shown that targeted programs focusing on awareness and skill development, conducted over a sustained period, can yield significant positive impacts. The effectiveness of diversity training hinges on the methods employed, the participants' individual traits, and the specific outcomes measured post-training.

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 wants 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 Details

Day One: Understanding Diversity

- ▶ The drivers of diversity in the workplace
- ▶ The major components of diversity
- ▶ Types of diversity
- ▶ Understanding stereotyping
- ▶ Creating a 'speak-up' culture

Day Two: Creating an Inclusive Organisation

- ▶ Understanding the drivers of inclusion in the workplace
- ▶ The business case for inclusion
- ▶ The inclusive workplace
- ▶ Inclusion and transformational leadership
- ▶ Going beyond rhetoric: encouraging inclusion in your workplace

Day Three: Mitigating Unconscious Bias

- ▶ Types of Bias 1: affinity, ambiguity, confirmation
- ▶ Types of Bias 2: attribution, comparison
- ▶ Stereotypes and biases
- ▶ Understanding yourself: understanding others
- ▶ Preventing and dealing with workplace discrimination

Day Four: Developing your Cultural Intelligence

- ▶ The need for Cultural Intelligence (CI)
- ▶ Understanding yourself: understanding others
- ▶ The seven levels of culture
- ▶ Cross-cultural negotiation
- ▶ Multi-cultural teams and teamwork

Day Five: Diverse Communication and Presenting the Case

- ▶ Differences in Communication
- ▶ Barriers to cross cultural communication
- ▶ Body language – a cultural perspective
- ▶ Presenting the case for diversity and inclusion in your workplace
- ▶ Personal Action Planning (PAP)

▶ The Certificate

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

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Request for a Tailor-made training and educational experience for your organization now:

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