5 Days

Diversity and Inclusion in the Workplace

A Definitive Strategy for Success

▶ Upcoming Sessions

03-07 Jun 2024	Online	$3,950
02-06 Sep 2024	Online	$3,950

▶ Training Details

Online Training Course Overview

Diversity and inclusion have positively permeated the world of business. As the world moves ahead, the workplace will evolve — not just in terms of technological revolution, but also in terms of the composition of the workforce.

The benefits of diversity and inclusion have evolved from that of compliance, to that of strategy that can be leveraged upon. This is evidenced by High Performing Organizations that champion diversity and inclusivity and are concurrently rewarded by the ethical growth of their employer value proposition (EVP). The critical importance placed on workplace diversity and inclusion primarily results from the recognition that improved diversity can result in increased creativity and innovation, which increases performance.

This definitive Anderson online training course builds the business case and establishes the key process to define a diverse and inclusive workplace via global benchmarks and best practices.

Online Training Course Objectives

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

- ▸ Become an inclusive catalyst that drives change within the workplace
- ▸ Develop a comprehensive strategy to implement Diversity and Inclusivity
- ▸ Develop practical strategies to enhance a balanced and harmonious workplace
- ▸ Develop positive and inclusive behaviours and language
- ▸ Develop a sustainable Action plan to ensure continued success

Designed For

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

- ▸ Team leaders, supervisors, section heads and Managers
- ▸ Diversity Managers
- ▸ Human Resource Directors
- ▸ Human Resource Employee Relations Professionals
- ▸ Employee Engagement Professionals
- ▸ Business Owners
- ▸ Any other individual who plays a contributing role within the culture of their organization

▶ Training Details

Day One: Building the Foundation of Diversity and Inclusion

▸ Understand what Diversity and Inclusion (D&I) are and why they are critical to mission accomplishment
▸ Diversity and Globalization
▸ Benefits of Diversity
▸ The Business Case for D&I
▸ Assessing Organizational Gaps in meeting D&I goals
▸ Costs and Challenges of Diversity

Day Two: The Diversity Strategy

▸ Planning for Success
▸ Defining the D&I Strategy
▸ The Key Steps of the D&I Strategic Process
▸ Measurement and Evaluation
▸ Evolution and Integration

Day Three: Impact of Behaviours and Language

▸ Explore unconscious biases and how behaviors are manifested from these preferences
▸ Understand the Language of diversity to be more inclusive with communication and behaviors
▸ Define inclusive and non-inclusive language
▸ Activating workplace scenarios to develop judgment around the appropriate language used to improve the workplace environment
▸ Resolving Conflict in a Diverse Workforce
▸ Communicating Across the Generation Gaps

Day Four: Creating a Culture of Inclusion

▸ Organizational Culture and Context
▸ Defining and Creating a Culture of Inclusion
▸ Aspects of Organizational Change – Policies, Individual and Managerial
▸ Individual Attitudes/Behaviors
▸ Managerial Skills and Practices
▸ Policies and Procedures to Promote Diversity

Day Five: Sustaining Diversity

▸ Assessing 'What's Next'?
▸ Sustainability of the Diversity Initiative
▸ Measurements and Monitoring
▸ Inclusive Mentoring and Coaching
▸ Action Planning for Results
▸ Key Summary and Review

▶ Preview

10:30 - 11:00	:	Welcome, Setup, Registration
11:00 – 12:30	:	**First Session**
12:30 – 12:45	:	Break (15 minutes)
12:45 – 14:15	:	**Second Session**
14:15 – 14:30	:	Break (15 minutes)
14:30 – 16:00	:	**Third Session**

▶ Accreditation

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

▶ The Certificate

- ‣ An Anderson e-Certificate will be provided to delegates who attend and complete the online training course
- ‣ The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

▶ INFO & IN-HOUSE SOLUTION

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

Call us: +971 4 365 8363

Email: info@anderson.ae

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

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