

Diversity & Inclusion in the Workplace

Course code: HRT-027



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop 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 training course, 'Diversity & Inclusion in the Workplace' builds the business case and establishes the key process to define a diverse and inclusive workplace via global benchmarks and best practices.

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day one: Building the Foundation of Diversity and Inclusion, Day two: The Diversity Strategy, Day three: Impact of Behaviours and Language, and day four: creating a culture of inclusion.

Who Should Attend

This Diversity & Inclusion in the Workplace training course is applicable to any person actively involved or considering developing a structured and comprehensive approach to implementing the Diversity Initiative via clear identification of business need, strategic process, culture analysis, behavioural change and sustainability. This

— Learning Objectives

- 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 behaviors and language
- Develop a sustainable Action Plan to ensure continued success

Course Outline

DAY
1

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
2

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
3

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
4

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
5

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

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.