

Diversity Culture Change — Opening Conversations on Diversity & Inclusion



Interactive — Engaging — Fun!

Bring Workforce-based Training On-site with Henderson Woods, LLC

How managers, supervisors and employees treat one another matters. Creating a shared understanding of dignity and respect in workplace interactions is an essential foundation for healthy workplace relationships that support diversity. Expanding self-awareness and awareness of others lays the groundwork for making differences work on behalf of the organization.

Session Objectives

- ◆ Promote shared expectations for diversity & inclusion
- ◆ Open the dialogue for making differences work
- ◆ Promote awareness of behavioral choices that support respect for others
- ◆ Gain greater confidence in the skills for making differences work
- ◆ Explore concepts of diversity, culture change, self-awareness and awareness of others as these relate to the organization's vision for diversity & inclusion
- ◆ Contribute ideas for promoting diversity & inclusion

Each session is designed to open the dialogue for making differences work. Through the use of small group discussion, interactive power point presentation, and hands-on simulation scenarios, session facilitators engage participants to explore their own thinking on diversity. Our awareness session is developed from a broad definition of diversity that includes everyone. We establish a safe, friendly environment where participants are encouraged to learn from one another and to acknowledge both differences and similarities. We encourage participants to examine perceptions and assumptions without blame or accusation, to consider intended and unintended messages of behavior choices and to reflect on change in an everyday context. The focus is on personal and interpersonal diversity skills but is brought full circle as participants relate what they've learned to their experience on the job and to the organization's strategic goals. Over 96% of 560 employees recently trained from a Northeast-mid Atlantic bank reported that they would recommend the training to co-workers.

Sample Agenda (4 hours)

Welcome (Message from Organizational Leadership)

Culture Sharing

allows participants to think about themselves and explore greater self-awareness in preparation for learning about others.

Diversity Awareness

broadens the definition of diversity beyond race and gender to encourage participants to consider a full range of differences and similarities people bring to the workplace and introduces fundamental concepts for creating a work environment that is welcoming to all and offers everyone dignity and respect.

Understanding Misunderstanding

explores potential for culturally related miscommunication and suggests basic skills for working effectively in diverse settings, among co-workers as well as with clients/customers.

Diversity in the Workplace —“You In The Workplace”

introduces practical, real-life scenarios engaging participants in small group dialogue to deepen understanding of intended and unintended messages and consider interpersonal choices for responding to potentially harmful culture clashes. Scenarios can be customized to reflect real work situations.

Making the Case — “The Why Bother?”

asks participants to identify why it is important to include diversity awareness as a professional development activity and responsibility; how greater diversity competency can improve work experience and enhance organizational performance.

Moving Forward

synthesizes the learning by asking participants to develop a personal action plan, which is not shared with others, and to offer suggestions to their location leadership for next steps to support the diversity initiative.

Adjourn

 Henderson Woods, LLC
Building Working Relationships; Improving Outcomes

For more information, contact:

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