

Diversity and Inclusion

4-hour Workshop

Learning Goal

Understanding, recognizing and appreciating that our workplace brings together people of diverse backgrounds, generations, cultures, sexual orientation, languages, etc. Inclusion is about learning how to celebrate those differences once they are identified. The workshop provides the opportunity to learn and then do something about personal understandings recognizing the importance of appreciating the many differences within our workplace and society. This course will show how to interact with different kinds of people and recognize the benefits that multi-culturalism can bring to our lives. *Diversity Awareness* is a source of enrichment which can bring a wealth of benefits to every organization.

Workshop Objectives

After successful completion of this course, participants will be able to:

- Create an environment in which individual differences are evident, valued and respected.
- Gain a clearer understanding of various terms and definitions directed to diversity.
- Create a culture where diversity is a driving force, making you more aware of others and your environment.
- Identify your own discomforts with the complex and diverse population that exists within the world.
- Apply a step-by-step communication model to gain understanding and bridge the differences to increase confidence and inclusion.
- Increase your appreciation of differences and enhance your ability to utilize these differences to increase problem solving and innovation.
- Practice skills and principles that will allow you to position yourself proactively in a changing environment.

Bridging the Workplace Generational Gap

3-hour Workshop

Learning Goal

Many organizations have employees that span four generations. These demographic shifts have resulted in changes and adaptations to workforce rules and cultures. The question is how we turn these challenging changes into a competitive advantage. By applying the a step-by-step communication approach to the complexities of effectively working in a multigenerational workforce, leaders gain insights, strategies and skills that help minimize generational conflict and strengthen collaboration.

Workshop Objectives

After successful completion of this course, participants will be able to:

- Identify four generations in the workplace.
- Review changing demographics and their impact on the workforce.
- Determine the traits of the four generations.
- Examine the stereotypes associated with different generations.
- Implement a step-by-step communication model to communicate respectfully.
- Identifying strategies to connect with all generations to successfully hire and retain employees.