

# Managing Diversity



## OVERALL OBJECTIVE

**The Managing Diversity Workshop** aims to increase awareness and buy-in from a personal and business case point of view – on one level to motivate managers and on another level to empower staff. The additional component is to provide managers with the skills to manage the diversity required. The objective of the intervention is to ensure that participants contribute constructively to, encourage, and value the cultural diversity in the workplace.

## OUTCOMES

By the end of the intervention, participants will be empowered to:

- co-operate in effecting change regarding diversity
- appreciate the strategic business thrust to diversity
- demonstrate individual awareness regarding diversity
- understand prejudice and discrimination and how to break it down
- apply diversity concepts back in the workplace to drive improved work results

## CONTENT

- **Our Strategic View**
  - Why the Need for Diversity?
  - Our Business Case
    - The power game
    - Legal parameters
    - Equity versus equality
    - Our equity objective
- **Our Worldview**
  - My Uniqueness
  - My Worldview Components
  - Testing My Worldview
  - Systemic versus Individual Discrimination
    - Hiring and promotion
    - Discrimination in management
    - Discrimination in teamwork
    - Discharge and termination
- **Dealing with Dynamic Tension**
  - Dynamic Tension
  - The Cycle of Discrimination
  - How to Break the Cycle
    - Understanding values
    - Value statements
    - Values in the organization
    - Congruent values to behaviour
    - Taking control
    - Workplace case study
- **Planning for Action**
  - Leveraging My Diversity
  - Resistance to Diversity
  - Our Diversity Action Plan
  - Planning for Personal Action