BUSINESS OPPORTUNITY

Businesses and organizations seek to achieve a competitive advantage by focusing on things such as quality, customer service, people, organization culture and innovation. Organizations with a culturally competent, diverse workforce that make inclusion, respect and valuing differences key elements of their culture are known to be more productive, profitable and effective.

DESCRIPTION

Diversity & Inclusion Awareness is the first step in the journey to cultural competency. In this workshop, participants will begin to understand the business impact of D&I, explore and challenge their own personal biases and examine the world through a different lens.

UNIQUE ATTRIBUTES

- Linked to business effectiveness and everyday work environment
- Experimental, interactive, and lively format
- Facilitators create an environment for open sharing and challenge participants in a non-attacking manner
- Applicable to a variety of work environments
- Emphasis is on personal awareness and behavior change, not changing values

DELIVERY METHOD

- Instructor-led, facilitated by Kaleidoscope Group consultants
- Instructor-led, co-facilitated by Kaleidoscope Group consultant and certified client facilitator
- Instructor-led, co-facilitated by certified client facilitators
- Blended learning (i.e. combination of web-based, instructor-led, performance support system, etc.)

PREREQUISITES

- Introduction to Diversity & Inclusion Web-based Training (highly recommended)

TARGET AUDIENCE

- Those who supervise others
- Employees at all levels
- Diversity Practitioners, HR professionals, L&D professionals

SESSION LENGTH

- ½ – 1 day

SESSION SIZE

- 20 – 25 participants

OUTCOMES

- Create a common understanding of Diversity & Inclusion (D&I) and broaden the definition beyond race & gender
- Understand the organization’s commitment to diversity
- Understand how effectively managing D&I positively impacts the business and maximizes individual potential
- Identify inclusive and exclusive behaviors that impact productivity
- Discuss and assess the impact of subtle biases on workplace effectiveness
- Appreciate the contribution of others who are different
- Develop follow up actions for practicing inclusion and improving individual & team relationships

CONTACT INFORMATION

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