

Diversity Beyond Tolerance: *Welcoming and Honoring Diversity and Creating Inclusion in The Workplace*

FOR MANAGERS AND TEAM LEADERS

Training Formats: Half-day – two days
(offered on-site, company specific, webinar, online)

Achieving greater diversity is not easy, and most organizations never get beyond tolerating diversity to truly welcoming and honoring it. Diverse companies and institutions are achieving better performance.

Yet most organizations must do more to take full advantage of the opportunity that diverse leadership and teams represent.

Operating within the blind spots of racial and diversity bias is oftentimes unintentional. Organizations must purposely engineer diversity because it does not happen on its own. Through a series of transformational experiences, coaching, interaction, and safe space creation, this workshop facilitates the disruption that is required to increase team performance across differences.

KEY RESULTS:

Identify where your organization is on the continuum of diversity, equity, and inclusion utilizing the proprietary *Diversity & Inclusion Life Cycle & Stages Model*. Your results will allow you to course-correct and develop a clear pathway and plan to help your organization implement diversity, equity, and inclusion into its culture.

Gain new approaches to increase collaboration, honor, innovation, engagement, and diversity at all levels of your organization and identify individual and organizational blind spots.

Understand how to locate and connect with passionate and qualified people of different backgrounds and add them to your organization's talent pipeline. Incorporating diversity in this way will help you to attract, develop, mentor, sponsor, and retain the next generation of global leaders at all levels of organizations.

Increase awareness of how to honor diversity and inclusion through "The Diversity & Inclusion Honor Scale" proprietary framework so they understand the specific soft skills and transformation necessary to walk in true inclusion.

