

# LEVERAGING DIFFERENCES

## *Diversity and Inclusion*

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Diversity and inclusion is more than political correctness, it is an effectiveness imperative for your organization and for some companies, it can become a competitive advantage. Commitment and behaviors that support diversity creates a culture where people respect and value each other. Team members from different backgrounds and perspectives create ideas that can't be replicated by a team that has little diversity.

In this training you will learn how a diverse workplace increases the likelihood of success for all employees. You will start by learning the basics of diversity and why it's important to the function and success of teams and organizations. Participants will learn how to implement character-based behaviors that support diversity and serve as an example to others.

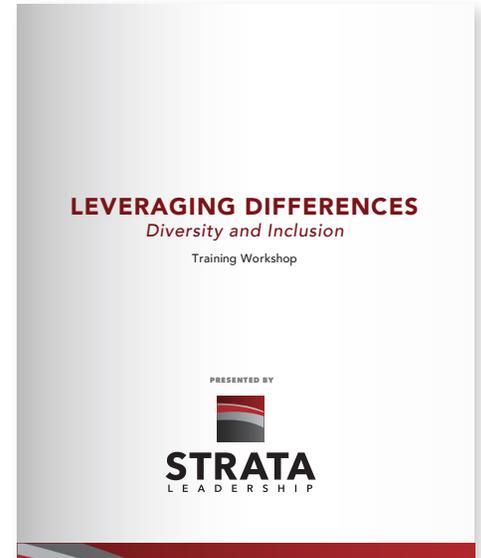
### **COURSE OBJECTIVES:**

*Participants will learn how to...*

- Understand why diversity and is vital for organizational success
- Explain the business case for diversity and inclusion
- Describe how diversity is much more than race, age, gender, and other observational differences.
- Identify unconscious bias and how it affects our perspective
- Leverage tactics to reduce bias
- Create a plan for personal development to leverage diversity and inclusion

### **HOW YOUR ORGANIZATION WILL BENEFIT:**

- Increase awareness of diversity and inclusion challenges
- Open a dialogue around bias and inclusiveness
- Improve employee relationships and respectfulness
- Increase employee engagement
- Create clarity of organizational standards of work and service
- Strengthen accountability



### **COURSE OUTLINE:**

- The Challenge of Differences
- The Benefits of Diversity
- Character: The Core of Diversity and Inclusion
- Demonstrating Respect, Tolerance, and Cooperation
- Assessing your Culture's Strengths and Opportunities of Growth
- Creating a Plan for Leveraging Diversity and Inclusion