



ENHANCING & EMBRACING DIVERSITY

Introduction

In our “Rainbow Nation” as sometimes affectionately referred to, South Africa is rich with diverse culture. This cultural diversity can be seen in many companies where individuals who are proud of their heritage, come together and are expected to work in harmony with each other.

However, a lack of understanding of what makes each different, often results in non-productive behaviours. Stereotyping and assumptions indicate a lack of respect for each other’s culture.

Diversity is not just about the different race groups or gender, there are so many other differences that make each individual unique. Understanding and embracing these differences will positively influence the workplace culture.

This thought provoking 1 day programme will allow delegates to be aware of their personal barriers in dealing with diversity and provide them with the tools on how to deal with and embrace diversity effectively.

Content:

Diversity Defined

Cultural Awareness

Stereotypes

Dealing with & Embracing Diversity

Promote Equality

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Ngage Training
Enhancing Engagement for Performance



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COURSE OUTLINE

Target Audience:

Public and Private Sectors: Diversity affects both internal and external customers and in a diverse country like South Africa, all employees at all levels within the organization should attend.

Content

- **Definition**
Diversity unpacked
Legal overview
- **Understanding Discrimination**
Biases, stereotypes & prejudices
Workplace procedures
- **Cultural Awareness**
Cultural differences
Beliefs
Behaviours
- **Diversity in the Workplace**
Gender equality
Race and racism
Bridging the generation gap
Diversity in ability
- **Promoting Equality in the Workplace**
Potential benefits of well managed diversity
Potential negative consequences for poorly managed diversity
Tips for cross-cultural communication
- **Action Plan**
Setting SMART goals to promote diversity in the workplace and address individual gaps

Learning Methodology

- ✓ PowerPoint Presentation
- ✓ Facilitator Led-Discussions
- ✓ Group Discussions
- ✓ Individual and Group Activities
- ✓ Videos

Course Outcomes

- ✓ *Capitalise on differences in the workplace*
- ✓ *Understand and support legislative requirements*
- ✓ *Respecting and understanding different cultures*
- ✓ *Improved performance*
- ✓ *Improved morale*
- ✓ *Awareness of individual gaps and action plans to close off the gaps*

Course Fee: R1800 per delegate

When employees understand and appreciate other cultural differences, they will connect with each other better. This course is aimed at improving engagement to create that “connection”, to break down barriers that affect diversity negatively.

“Strength lies in differences, not in similarities”

Stephen R. Covey