

RESPECT AND INCLUSION

Practice Respect: Diversity

Teach everyone in your organization, from front-line staff to leaders, how to put respect into practice every day. Over nine weeks your team covers the business case for diversity, unconscious bias, communicating across cultures, allyship and resolving conflict in a diverse team.

LENGTH	HOURS	FORMAT	PRICE
9 weeks	27	Live online or at your workplace	\$2,070 Per person, plus tax

What your team will learn

- Explain the dimensions of diversity and why they matter to your business
- Practise allyship by speaking up for underrepresented colleagues
- Communicate respectfully across cultural differences and clear up misunderstandings
- Resolve conflict in a diverse team respectfully, and keep everyone working together

Week by week

WEEKS

1-2**Foundations of diversity and inclusion****Introduction to diversity**

The many dimensions of diversity, why they matter, and the business case for a diverse workplace.

Unconscious bias

Recognizing unconscious bias and its effect at work, and practical ways to reduce it.

WEEKS

3-4**Respectful communication in a diverse workplace****Effective communication**

The principles of respectful communication, and active listening that helps you understand other perspectives.

Cross-cultural communication

Communicating clearly across cultural differences, and working through the barriers and misunderstandings that get in the way.

WEEKS

5–6

Inclusive leadership

Leading for inclusion

What leaders can do to promote inclusion, and how to create psychological safety on a diverse team.

Allyship and advocacy

What allyship means, why it matters, and practising how to speak up for underrepresented colleagues.

WEEKS

7–8

Building inclusive teams

Inclusion within a team

Fostering inclusion inside a team, and building a diverse team that is cohesive and performs well.

Conflict and inclusion

Resolving conflict in a diverse team with respect, and encouraging people to cooperate and collaborate.

WEEK

9

Sustaining inclusion

Keeping inclusion going

Making action plans that keep inclusion going, reviewing progress and finding where to improve.

Wrap-up and review

A look back at the course, and a chance for your team to give feedback on it.

How the sessions work

Role-plays and case studies

Role-plays, case studies and group discussions that put each week's ideas into practice.

Online forum

An interactive space for ongoing discussion and support from peers.

Readings

Recommended articles and resources for anyone who wants to go further.

One-on-one coaching

Individual coaching sessions with personal feedback and guidance.

Who it's for

- Staff at every level, from front-line employees to senior leaders
- Teams where people from many cultures and backgrounds work side by side
- Leaders who want a team where people feel safe to speak up

Book this course for your team

At your workplace or online. We'll send a written quote and dates that suit your team.

(548) 490-4384

david@davidstraining.com

davidstraining.com