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LEADERSHIP AND MANAGEMENT | COURSE

# Effective Diversity Management

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# Course content

## Why Attend

### Course Introduction

Leveraging diversity and inclusion is crucial for the success and sustainability of any organization. When individuals feel welcomed, valued, respected, and included, they are more likely to contribute positively to the organization's growth. In essence, diversity drives success.

With over forty years of research highlighting its benefits, diversity training has proven to significantly enhance organizational effectiveness, particularly when it focuses on raising awareness and developing skills over an extended period.

This Effective Diversity Management training course is tailored to provide current and culturally relevant instruction for our clients.

The effectiveness of this training depends on the methods employed, the characteristics of the participants, and the specific outcomes measured after the training.

This training course will feature:

- Manage a culturally diverse and inclusive workforce
- Promote the idea of diversity and inclusion in teams and your organisation
- Understand and appreciate cultural difference
- Identify unconscious bias in self and others
- Improve your Cultural Intelligence (CI)

## Course Objectives

By attending this training course, delegates will be able to:

- Manage a culturally diverse and inclusive workforce
- Understand and appreciate cultural difference
- Identify unconscious bias in self and others
- Promote the idea of diversity and inclusion in teams and your organisation



# Course content

## Course Objectives

- Improve your Cultural Intelligence (CI)

## Who should Attend?

This training course is suitable to a wide range of professionals but will greatly benefit:

- Professionals who want to learn about diversity and inclusion
- All Human resource (HR) Professionals, Managers and Business Partners
- Team leaders, supervisors, section heads and managers
- Professionals who have an interest in managing diverse groups of people
- Anyone who needs to understand how to apply best-practice in diversity management

## Course outline

### Day One: Understanding Diversity

- The drivers of diversity in the workplace
- The major components of diversity
- Types of diversity
- Understanding stereotyping
- Creating a 'speak-up' culture

### Day Two: Creating an Inclusive Organisation

- Understanding the drivers of inclusion in the workplace
- The business case for inclusion
- The inclusive workplace
- Inclusion and transformational leadership
- Going beyond rhetoric: encouraging inclusion in your workplace



# Course content

## Course outline

### Day Three: Mitigating Unconscious Bias

- Types of Bias 1: affinity, ambiguity, confirmation
- Types of Bias 2: attribution, comparison
- Stereotypes and biases
- Understanding yourself: understanding others
- Preventing and dealing with workplace discrimination

### Day Four: Developing your Cultural Intelligence

- The need for Cultural Intelligence (CI)
- Understanding yourself: understanding others
- The seven levels of culture
- Cross-cultural negotiation
- Multi-cultural teams and teamwork

### Day Five: Diverse Communication and Presenting the Case

- Differences in Communication
- Barriers to cross cultural communication
- Body language – a cultural perspective
- Presenting the case for diversity and inclusion in your workplace
- Personal Action Planning (PAP)

# Seminar dates

## Available seminar dates

Live dates and pricing for Effective Diversity Management generated from the course details page.

| Date                  | Location                | Format    | Fee      |
|-----------------------|-------------------------|-----------|----------|
| 15 - 19 June 2026     | Munich - Germany        | Classroom | €3,450.- |
| 20 - 24 July 2026     | Amsterdam - Netherlands | Classroom | €4,250.- |
| 3 - 7 August 2026     | London - U.K            | Classroom | €4,200.- |
| 7 - 11 September 2026 | Istanbul - Turkey       | Classroom | €2,850.- |
| 12 - 16 October 2026  | Vienna - Austria        | Classroom | €4,250.- |
| 9 - 13 November 2026  | Barcelona - Spain       | Classroom | €3,850.- |
| 14 - 18 December 2026 | Paris - France          | Classroom | €4,500.- |
| 15 - 19 June 2026     | Kuala Lumpur - Malaysia | Classroom | €2,250.- |
| 20 - 24 July 2026     | Barcelona - Spain       | Classroom | €3,850.- |
| 3 - 7 August 2026     | London - U.K            | Classroom | €4,200.- |
| 7 - 11 September 2026 | Munich - Germany        | Classroom | €3,450.- |
| 12 - 16 October 2026  | Rome - Italy            | Classroom | €4,250.- |
| 9 - 13 November 2026  | Munich - Germany        | Classroom | €3,450.- |
| 14 - 18 December 2026 | Amsterdam - Netherlands | Classroom | €4,250.- |

### Live online option

Online delivery is available at €1,850.-.