


VALUING DIFFERENCES (DIVERSITY & INCLUSION)

<p>Behavioral Expectations:</p>	<p>Module Outline:</p>
<ul style="list-style-type: none"> • Understand, respect, appreciate and value the unique talents of all individuals • Gain insight to resolving differences • Identify your opinions and feelings about workforce diversity • Increase awareness of individual, ethnic and cultural differences • How to prevent conflict that arise in a diverse workforce • Make changes necessary to enhance working relationships  <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><small>This program has been approved for 2.75 re-certification hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. For more information about certification or re-certification please visit the HRCI homepage at www.hrci.org</small></p> </div>	<p>Prerequisite: None Schedule: Half-Day Session</p> <p>This is a common sense, hands-on, participatory seminar intended to help participants become aware of how they respond to workforce diversity. People will gain a better understanding of what diversity is and what inclusion means using the Diversity Profile. Participants will increase their understanding, knowledge, acceptance and behavior about diversity in different situations.</p> <p>Topics Covered:</p> <p>Managing Relationships and Valuing Differences</p> <ul style="list-style-type: none"> • Learn how to respond to differences in the workplace • Identify ways to work effectively with peers, subordinates and managers • Understand ways to foster and influence relationships <p>Complete the Diversity Profile</p> <ul style="list-style-type: none"> • Key areas that influence how we respond is based on our Knowledge, understanding, acceptance and our behavior. <p>First Impressions vs. The Truth</p> <ul style="list-style-type: none"> • The Ladder of Inference • The Intrapersonal Awareness Model <p>Factors That Affect Our Perceptions</p> <ul style="list-style-type: none"> • Define Diversity and Diverse Groups <p>Suggestions for Increasing Diversity and Inclusion Awareness</p> <ul style="list-style-type: none"> • Action steps to create a working environment where all people are treated with dignity and respect. <p>Key Learning Points:</p> <ol style="list-style-type: none"> 1. Increase your understanding of diversity by fostering inclusion of all people. 2. Manage reactions to stressful situations. 3. Foster your relationships in the workplace by making allies and not enemies. 4. Understand the importance of communicating in a diverse, multicultural society.