informatech

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 wants 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 Exclusive 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
9 - 13 November 2026	Barcelona - Spain	Classroom	**€3,080.-**
14 - 18 December 2026	Paris - France	Classroom	**€3,600.-**
9 - 13 November 2026	Munich - Germany	Classroom	**€2,760.-**
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
18 - 22 January 2027	Dubai - UAE	Classroom	**€4,200.-**
15 - 19 February 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
15 - 19 March 2027	London - U.K	Classroom	**€3,360.-**
19 - 23 April 2027	Istanbul - Turkey	Classroom	**€2,280.-**
17 - 21 May 2027	Vienna - Austria	Classroom	**€3,400.-**
21 - 25 June 2027	Barcelona - Spain	Classroom	**€3,080.-**
19 - 23 July 2027	Cape Town - South Africa	Classroom	**€2,272.-**
16 - 20 August 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
20 - 24 September 2027	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 October 2027	London - U.K	Classroom	**€3,360.-**
15 - 19 November 2027	Geneva - Switzerland	Classroom	**€4,200.-**
20 - 24 December 2027	Rome - Italy	Classroom	**€3,400.-**