

Diversity: The Music of the Organization

This module is overflowing with activities that enhance different areas important to diversity. A Learning Tips and Action Plan is used because reflection is so critical for the content explored. Detailed debriefs are equally as vital to the success of the module.

Objectives

- ★ Recognize, appreciate, and value your similarities and differences and those of others.
- ★ Define diversity and its benefits.
- ★ Identify the barriers of diversity and their implications on you and the organization.
- ★ Become more aware of the attitudes, values, feelings, and beliefs that form your perceptions, prejudices, stereotypes, and biases that influence your behavior, which can lead to discrimination.

Training Time

8:00 AM - 5:15 PM

Attendees

All employees

Recommended class size

6 - 30 participants

Recommendations

Preparation by the facilitator is critical for a successful outcome.

Requirements

None.

Investment

\$10,000. In other words, if you have 150 participants, it would cost \$67 per participant. You can do your own calculations to determine the actual price per participant for your needs: 250 participants = \$40 each; 500 participants = \$20 each.

This investment includes the Instructor/Facilitator Guide and Participant Guide. It may also include handouts, case studies, job aids, PowerPoints, wallet cards, and scenarios. The documents may be provided in Word and/or PowerPoint so that you may customize them to meet your needs.

Unlike other companies, you do NOT need to take certification classes before you can purchase and use the material. We can help you train your trainers, but that is not a requirement for purchase. Once you purchase the material, it is yours to use as you wish throughout your organization, as many times as needed, by as many trainers as necessary.

Would you like a sample of a complete Module? Check out our [Business Ethics Module](#).

Session 1 (90 minutes)

Welcome and “I am” Triad
Objectives
Ground Rules
Lemon “Aid”
What’s My Line
Introduction Interview

Break

Session 2 (80 minutes)

Differences
Definition
Benefits
Barriers of Diversity
Brief Encounters

Break

Session 3 (140 minutes)

Chatter Jolt
Star Wars
Our Handicaps
First Thought
Awareness Model

Lunch

Session 4 (100 minutes)

Society’s Stereotypes
Fact or Fancy
Perception
Car Exercise
We versus They
Inclusion vs. Exclusion

Break

Session 5 (65 minutes)

Adapting Behavior
Excluding Others
Barriers to Advancement
Learning about Each Other

Break

Session 5 (80 minutes)

Entrepreneurial Activity
Throw in the Towel
Dilt Pyramid
Tips
Action Plan
Wrap Up