

COURSE FACT SHEET:

The Diversity Challenge

Maximising the potential of our diverse workforce

What is diversity and why do your people need diversity training?

Diversity has become one of those buzzwords that everybody recognises but few people can satisfactorily define. Skill Boosters believes that diversity is about celebrating difference and valuing and respecting everyone in the workplace. All this however, is easier said than done. That is why we have developed The Diversity Challenge, a range of awareness raising learning solutions.

Produced in association with leading occupational psychology practice Pearn Kandola, The Diversity Challenge will help your people challenge long held misconceptions and prejudices about race, age, disability and all the other ways in which we differ. It will help them understand why unwitting discrimination and harassment happens, and how to ensure equal opportunities. And it will focus them on the personal and business benefits of diversity at work.

How this course will benefit your organisation

Designed for employees from shop floor level up to the boardroom, our DVD, e-learning resources and LIVE trainer-led workshops are equally valuable for introducing aspects of diversity to staff for the first time, or for helping managers and HR professionals get the best from an organisation-wide diversity programme. Training people to understand and embrace diversity is not an event, it's a process. The Diversity Challenge can form a central part of this process for your organisation, and as a result will help you avoid costly and damaging discrimination claims, and create a more comfortable, inclusive work culture.



Key learning outcomes

'The Diversity Challenge: Maximising the potential of our diverse workforce' will show your staff:

- How to remove unhelpful 'filters' when recruiting and selecting
- How to avoid unlawful behaviours
- How a diverse workforce is more attuned to the needs of its customers
- How to develop diverse products and services
- How diverse teams can harness a whole range of talents

Produced by Skill Boosters
in partnership with:

PEARN KANDOLA

Because all business is psychology.

Pearn Kandola is one of the leaders in Business Psychology with practices in the UK and Ireland, specialising in Assessment, Development, Diversity and Well being. They know what makes people tick, can see behind facades, gestures and language to people's true motivations, limitations and possibilities.

“ I found the DVD to be a really good resource, tackling all types of issues. ”

Sue Powell
Equalities Champion
Prospect of delivering
Connexions services

Related topics

Take a look at our 7 other diversity titles

www.skillboosters.tv

www.skillboosters.com



TDC-CFS-0807

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Course details

Overview

Via a choice of video, e-learning or LIVE trainer-led formats, or a blend of all three, this course offers modules which cover all the diversity issues that arise at work. Suitable for people in every type of job, in every type of organisation, it has been developed to help staff at all levels including: foundation level employees, operational managers and staff, HR managers and trainers, and senior executives.

Course Content

The course encourages people to recognise that today's workforce is a mosaic of ethnic groups, religions, genders, physical abilities, sexual orientations, ages and lifestyles, and that in order to treat people equally and to enable them to give their best it is sometimes necessary to treat them differently.

Video

Part 1 – Includes Introducing why diversity is an important issue for every person in an organisation

Part 2 – Includes A dramatised scenario featuring an organisation getting to grips with key aspects of diversity

Part 3 – Includes Providing guidelines for behaviour in a diverse workforce

E-learning

All of the above plus interactive exercises • Assessment quiz

LIVE trainer-led

Includes How diversity is different from equal opportunities

- Using the 'Diversity Engagement Model'
- Beliefs and attitudes about diversity
- The legislation and your responsibilities
- The strands of diversity
- Action planning to embed a diversity culture

LIVE trainer-led workshops can be tailored to your specific needs.

What sets Skill Boosters apart?

- Our courses consist of credible and best practice learning content developed in partnership with leading subject matter experts
- We can blend subject matter and delivery methods in a unique way
- Our training solutions can be tailored to suit the needs of your staff and organisation
- We create innovative learning technologies to deliver inspiring and accessible training solutions
- Our background and expertise in television, multimedia and education enables us to create rich media-based training solutions which engage learners throughout their learning journey
- We offer a no-obligation 'try before you buy' service

“This course was excellent. It covered all areas of diversity and questioned what exactly does diversity mean to us? Why is it on the agenda in the workplace and what are the benefits from having it in place?”

Kathy Hughes
Chartered Society of Physiotherapy

Delivery formats available

Video with trainer notes and self-study guide.

CD-ROM and Intranet with user booklet.

LIVE in-house and public trainer-led workshops.

Duration

Video: 30mins.

E-learning: 120mins.

LIVE trainer-led: 1 day.

Please contact us for pricing options, special offers or to discuss a tailored model.



Organisations that have already invested in and reaped the benefits of this course:

HM COURT SERVICE HM LAND REGISTRY NATIONAL AUDIT OFFICE GREATER MANCHESTER AMBULANCE SERVICE
SCOTTISH PUBLIC PENSIONS AGENCY DENTON WILDE SAPTE CITY OF BRISTOL COLLEGE WESTMINSTER PCT
LEARNING PROVIDERS FEDERATION ROYAL COLLEGE OF SURGEONS UNIVERSITY OF LINCOLN NATIONAL EXPRESS
ELFALST CITY HOSPITAL BRENT BOROUGH COUNCIL EAST SUSSEX FIRE AND RESCUE SERVICE FOOD STANDARDS
PEUGEOT CITROEN AUTOMOBILES UK LTD THAMES VALLEY HOUSING ASSOCIATION DISABILITY RIGHTS COMMIS