AZ TECH

"Excellent Service – Excellent Delivery"

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*This is an HR Certification Institute (HRCI) Pre-Approved Programme**

DIVERSITY & INCLUSION IN THE WORKPLACE

A Definitive Strategy for Success

28 Jun - 02 Jul 2021, London
26 - 30 Sep 2021, Dubai
08 - 12 Nov 2021, Paris

An ISO 9001:2015 and ISO 29993:2017 Certified Company

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ilm Recognised Provider

United Nations Global Compact

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WHY CHOOSE THIS TRAINING COURSE?

Diversity and inclusion have positively permeated the world of business. As the world moves ahead, the workplace will evolve — not just in terms of technological revolution, but also in terms of the composition of the workforce.

The benefits of diversity and inclusion have evolved from that of compliance, to that of strategy that can be leveraged upon. This is evidenced by High Performing Organizations that champion diversity and inclusivity and are concurrently rewarded by the ethical growth of their employer value proposition (EVP). The critical importance placed on workplace diversity and inclusion primarily results from the recognition that improved diversity can result in increased creativity and innovation, which increases performance.

This definitive workshop builds the business case and establishes the key process to define a diverse and inclusive workplace via global benchmarks and best practices.

This AZTech training course will feature:

- Understanding Diversity and Inclusivity
- Building a business case for Diversity
- Communicating the benefits of Diversity
- Identifying role-model behaviors and language
- Creating a Culture of Inclusion
- Developing diversity focused supervisors and employees
- Linking Diversity strategies to the long-term success of an organization

HOW WILL THIS TRAINING COURSE BE **PRESENTED?**

This AZTech training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes interactive presentations and discussions, role plays, simulations and videos to stimulate thinking and enhance learning.

WHAT ARE THE **GOALS?**

By the end of this training course, participants will be able to:

- Become an inclusive catalyst that drives change within the workplace
- Develop a comprehensive strategy to implement Diversity and Inclusivity
- Develop practical strategies to enhance a balanced and harmonious workplace
- Develop positive and inclusive behaviors and language
- Develop a sustainable Action Plan to ensure continued success

WHO IS THIS TRAINING COURSE FOR?

This AZTech training course is applicable to any person actively involved or considering developing a structured and comprehensive approach to implementing the Diversity Initiative via clear identification of business need, strategic process, culture analysis, behavioural change and sustainability. This Intermediate level course will greatly benefit those who are focused on developing the business case for this critical resolve for the sustained growth and success of the organization.

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

- Diversity Managers
- Human Resource Directors
- Human Resource Employee Relations Professionals
- Employee Engagement Professionals
- Business Owners
- Supervisors
- Any other individual who plays a contributing role within the culture of their organization

THE COURSE **CONTENT**

Day One: Building the Foundation of Diversity and Inclusion

- Understand what Diversity and Inclusion (D&I) are and why they are critical to mission accomplishment
- Diversity and Globalization
- Benefits of Diversity
- The Business Case for D&I
- Assessing Organizational Gaps in meeting D&I goals
- Costs and Challenges of Diversity

Day Two: The Diversity Strategy

- Planning for Success
- Defining the D&I Strategy
- The Key Steps of the D&I Strategic Process
- Measurement and Evaluation
- Evolution and Integration

Day Three: Impact of Behaviours and Language

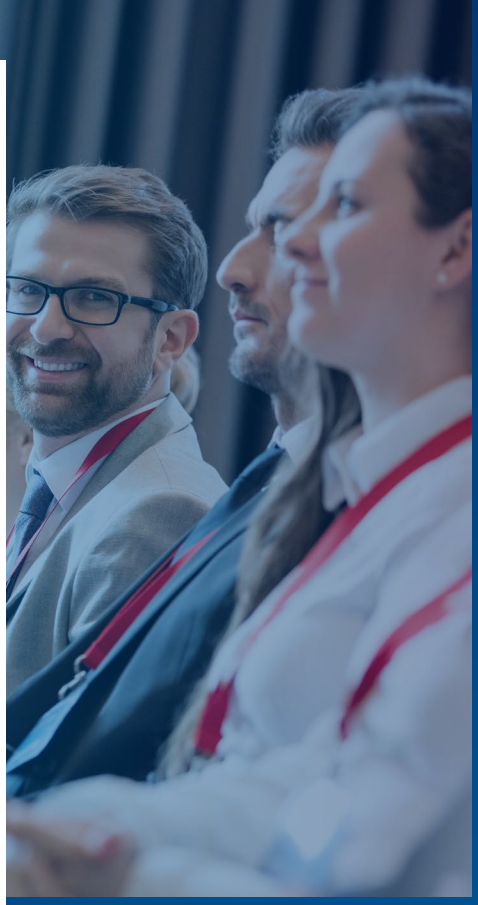
- Explore unconscious biases and how behaviors are manifested from these preferences
- Understand the Language of diversity to be more inclusive with communication and behaviors
- Define inclusive and non-inclusive language
- Activating workplace scenarios to develop judgment around the appropriate language used to improve the workplace environment
- Resolving Conflict in a Diverse Workforce
- Communicating Across the Generation Gaps

Day Four: Creating a Culture of Inclusion

- Organizational Culture and Context
- Defining and Creating a Culture of Inclusion
- Aspects of Organizational Change – Policies, Individual and Managerial
- Individual Attitudes/Behaviors
- Managerial Skills and Practices
- Policies and Procedures to Promote Diversity

Day Five: Sustaining Diversity

- Assessing 'What's Next'?
- Sustainability of the Diversity Initiative
- Measurements and Monitoring
- Inclusive Mentoring and Coaching
- Action Planning for Results
- Key Summary and Review



THE **CERTIFICATE**

AZTech Certificate of Completion for delegates who attend and complete the training course

The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected in the Certificate of Completion

THE **ACCREDITATION**

HR Certification Institute's® (www.HRCI.org) official seal confirms that AZTech Training & Consultancy meets the criteria for pre-approved recertification credit(s) for any of HRCI's eight credentials, including SPHR® and PHR®.

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26 - 30 Sep 2021	Dubai	$ 5,950
08 - 12 Nov 2021	Paris	$ 5,950

REGISTER NOW

**This fee is inclusive of Documentation, Lunch and Refreshments and exclusive of 5% UAE VAT*

Complete & send by fax/mail to address given below.
PLEASE USE BLOCK CAPITALS.

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- ☐ Please invoice my companY
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HOTEL ACCOMMODATION

Hotel accommodation is not included in the Registration Fee. A reduced corporate rate and a limited number of rooms are available for attendees wishing to stay at the hotel venue. Please make your request for accommodation at least 3 weeks prior to the commencement of the course.

EVENT DISCLAIMER

We reserve the right to cancel or postpone a seminar or related event, change venue, substitution of the Instructor and alter the course content at our sole discretion. If this occurs, our responsibility is limited to a refund of any registration fee(s) already paid. We are not responsible for airline tickets, hotels costs, other tickets or payments, or any similar fee penalties or related or unrelated losses, costs and/or expenses registrant may incur or have incurred as a result of any trip cancellations or changes.

CANCELLATION & SUBSTITUTION

You must notify the Registrar of cancellations at least 2 weeks before a scheduled seminar in order to be eligible for a credit. If you cannot attend, you may send a replacement from your organisation at no charge. There is a $250 handling charge for all cancellations or rescheduling. We reserve the right to cancel a seminar due to low enrollment. All registrants will be notified in advance and a full refund will be provided upon request.

4 WAYS TO REGISTER

Telephone: **+971 4 427 5400**
Fax Number: **+971 4 427 5401**
Email Address: **info@aztechtraining.com**
Visit our website: **www.aztechtraining.com**

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Our training portfolio will provide you a number of seminars and courses to choose from depending on your organisational goals and personal development objectives.