



# **Diversity Matters! Workshop**

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Are your employees being told to tolerate diversity? That's not good enough! They should be learning how diversity can be used to improve performance and job satisfaction ..... because diversity is fundamentally about increasing performance by taking advantage of differences and variety. It is not about equal opportunities, although when applied well it promotes equal opportunity.

## **Who is this workshop for?**

This half-day workshop is for all levels of employee in organisations.

The workshop is designed to guide participants in understanding diversity/equality issues and how a proactive approach can improve organisational performance and personal job satisfaction. The practical format is structured to inspire and motivate participants to apply diversity through understanding its true value and adopting the right mindset. It will help participants to:

- o Understand what diversity is, and what it is not
- o Understand the many fundamental differences between diversity and equality
- o Understand the increasing business case for diversity and links to business strategy
- o Gain confidence in handling diversity/equality issues
- o Explore experiences and approaches with work colleagues in a 'safe' environment
- o Create personal action plans to take back to the workplace

## **Workshop Leader**

Harish Bhayani FRSA

Harish is Principal of Proactive Reputation Management, a diversity consulting, benchmarking and implementation services provider. PRM's clients are some of the most active diversity practitioners in the world. PRM also founded and runs the Diversity Benchmarking Group, in association with Complinet. Harish has some 20 years business experience of working in large organisations. He also worked for 4 years in Big Five consultancy, where he established and led his own practice.

## **Workshop Approach**

The framework described above is adapted to suit the client organisation's specific needs

Interactivity – learning by listening, questioning, sharing and doing

Action planning tools

Specialist guidance

Post-workshop support

Learn from presenters' and each others' knowledge and experiences

## **Date and Time**

This is an in-house workshop, usually held as two back-to-back half-day sessions at a time.

**Venue**

Normally held at the client organisation's place of business, to minimise staff disruption/travel

**Enquiries**

Please contact Lisa on 0845 330 6738 / email [info@prorepman.co.uk](mailto:info@prorepman.co.uk) to arrange a no-obligation meeting to discuss your specific requirements.

We also run :

- The Diversity Challenge workshops. These are open one-day workshops designed for diversity/equality practitioners and managers/supervisors in organisations, where they need to effect or manage diversity related change in their team or organisation. Please contact us for details of dates and venues.
- Tailor made workshops to suit organisations' particular needs.

For further details of these and our other work in diversity please visit us at

[www.prorepman.co.uk](http://www.prorepman.co.uk)

or contact

Lisa on 0845 330 6738 / email [info@prorepman.co.uk](mailto:info@prorepman.co.uk).