



Customised Diversity Workshop - Example

Company X HR Diversity Workshop

An outline of a workshop to address a need identified by Company X.

- The purpose
 - To ensure there is a consistent and clear understanding of diversity among key HR personnel in X
 - To inspire and motivate delegates to apply their learning within their respective areas of responsibility (principally the Business Units).

- The training delegates
 - Directors of HR in the Business Units
 - One or two other key individuals in HR
 - Approximately 10/15 people in total
 - Some will know little about diversity or the difference between diversity and equality

- The objectives
 - To raise awareness of diversity and its importance to X
 - To illustrate the links between diversity and X's business strategy
 - To explore and clarify the difference between diversity and equality
 - To help delegates to create individual plans for applying their learning within their respective areas of responsibility (principally the Business Units).

- How the workshop will meet these objectives
 - By emphasising the business case for diversity. A strong business case is a pre-requisite for prioritising diversity.
 - By being a workshop, i.e. containing a high level of delegate interaction and exercises. This is a very effective training approach as participants will learn by questioning, sharing and doing as well as by listening and watching.
 - By providing clear guidance from diversity specialists
 - By using role-plays involving delegates and professional actors who are experienced in delivering diversity training.
 - By building-in planning exercises for delegates so that they leave the workshop with specific actions to address diversity in their Business Units.
 - By encouraging discussion among all attendees so that everyone's experience is shared for the benefit of each delegate.

Enquiries

Please contact Lisa on 0845 330 6738 / email info@prorepman.co.uk 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.
- Diversity Matters! workshops. These are half-day workshops designed for all levels of employees in an organisation, where they need to gain an appreciation of diversity/equality issues and their potential to improve performance in their organisation.

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

www.prorepman.co.uk

or contact

Lisa on 0845 330 6738 / email info@prorepman.co.uk.