

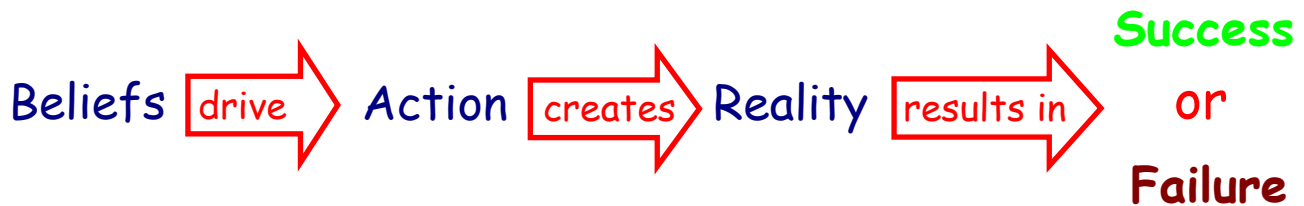


"Our only security is our ability to change."
John Lilly

Diversity: A Permanent Advantage

Workplace diversity in race, culture and gender provides many challenges in human relations, teamwork and personal success. It seems difficult to develop concrete, practical approaches to a smoothly running work environment when people are so different. Is it even possible to create and maintain a coherent organization when the participants have such divergent backgrounds and expectations?

This workshop provides a model for understanding conflicting perceptions and experiences, including the serious breakdowns in human relationships that can occur. The workshop explains the causes of diversity problems in the workplace and the potential for making diversity a permanent advantage for an organization. We start by examining, understanding and learning to "trade up" our beliefs about diversity. We believe it works like this:



Most training focuses on changing, improving, or modifying our actions. But training is only effective if we continue to carry out the new actions we have learned. Unfortunately, newly learned actions often diminish with time. We end up resorting to constant reinforcement, incentives, and retraining to obtain the benefits we wanted from the original training.

What would happen if we change beliefs?

At a minimum, participants will better understand their own beliefs, the shared beliefs of others in the organization, and how beliefs drive all action.

Our belief is that participants will realize permanent changes in actions as limiting beliefs are recognized and exchanged for ones that will better serve them and their organization.

Diversity: A Permanent Advantage

The Diversity: A Permanent Advantage workshop explains the causes of diversity problems in the workplace and the potential for making diversity an advantage for an organization. Participants will work with a model for understanding conflicting perceptions and experiences around race, culture, and gender issues, including the serious breakdown in human relationships that can occur.

There are four major objectives for all participants in this workshop.

1. Understand how a person's own beliefs affect actions and perceptions around diversity.
2. Understand how beliefs concerning racial, cultural and gender groups are institutionalized in an organization.
3. Identify limiting and constructive beliefs about diversity in an organization.
4. Adopt actions to permanently gain the advantages of using diversity as a strength.

Diversity: A Permanent Advantage utilizes short presentations, structured discussion and case studies. The workshop covers the following topics.

- ❖ The continuum of individual experiences of diversity
- ❖ Benefits of belief based learning as a change mechanism
- ❖ Constructive versus limiting beliefs and their effects on diversity
- ❖ Benefits of diversity
- ❖ Beliefs and perceptions in the experience of diversity
- ❖ Sources of beliefs
- ❖ How to find beliefs
- ❖ Beliefs about diversity and productivity
- ❖ Effects of limiting beliefs on existing conditions and future changes
- ❖ Durable improvements in diversity
- ❖ Adopting new beliefs to make constructive changes in diversity
- ❖ Step by step change process for producing benefits from diversity
- ❖ The leveraged effect of the beliefs on diversity of leaders
- ❖ Utilization of existing organizational resources in producing effective change in diversity
- ❖ The role of teamwork in effective change