

# COMPASS

*Charting Your Course To Success.*

**A PROFESSIONAL DEVELOPMENT PROGRAM**



## Diversity

**The uniqueness of the individual is what brings strength to the team.**

No country, however rich, can afford the waste of its human resources.”  
Franklin D. Roosevelt

Diversity and Inclusion... is it the right thing to do, good business or both? Increasing diversity inside your organization alone is not a strategy for success. But strategically managing the diversity inside your organization is a business imperative.

At the heart of any diversity and inclusion initiative is a strategy designed to manage your greatest asset--people. As the workforce continues to become more diverse in age, race, gender, sexual orientation, religious beliefs, physical ability, working styles, education, organizational functions etc., it will require companies to work smarter to leverage those differences to create a competitive advantage.

### **Train your employees to appreciate the benefits of diversity**

The issue of diversity in the workplace can often bring division. You'd like a way to help your managers and employees appreciate the uniqueness of individuals that brings strength to the team. This Compass 360 training helps everyone in your organization develop broad perspectives and approach problems in new and creative ways.

### **Diversity can be a source of ideas and opportunities for your organization**

Diversity can enhance innovation because of the richness of thinking, perspectives, backgrounds, and culture it brings to your company. There's power in the mix. Leverage it by placing value on individual contribution. When everyone in your organization has value, they can contribute because of their unique differences.

### **Effective communication in diversity issues is crucial for meeting business challenges**

In the process of change and growth concerning issues of human dignity, equality and safety, effective communication techniques help foster positive change.



**Format:** This program consists of 2 modules to be delivered in 3 hour sessions.  
The modules include numerous individual and group exercises that make

## **Diversity: Valuing The Individual**

Individual differences in the workplace must be sought after, nurtured and respected. High performance organizations understand this, but sometimes it is easier said than done. How do you coach workers not only to respect their colleagues as individuals, but also to seek out those co-workers as team members? How do you teach everyone to get along?

In this course, you will discover the foundation for understanding diversity and developing skills for working in environments and groups composed of diverse individuals.

This module is a social building block for understanding diversity and developing skills for working in environments and workgroups composed of diverse individuals.

### **Specifically, you will learn the value of:**

- Discover Diversity in high performance organizations.
- Appreciating diversity.
- Using the advantages of diversity and inclusion for growth and expansion in a global marketplace.
- Communication guidelines.

Diversity covers a wide array of topics including race, gender, ethnicity, age, disability, sexual orientation, physical ability, and much more.

### **Module Objectives:**

#### **Part 1: Recognizing the advantages of Diversity**

- Define diversity and recognize the many dimensions of diversity.
- Identify the value of diversity to high-performance organizations.
- Identify the importance of diversity as a high-performance business initiative.

#### **Part 2: Valuing Individual Contributions**

- Identify qualifications that describe each individual's essential value.
- Explain how results are achieved through the unique contributions of each individual.
- Describe how individual differences and contributions are important to organizational results.
- Describe the impact of stereotyping.

#### **Part 3: Communicating Effectively About Diversity**

- Review Communication Guidelines.
- Demonstrate effective communication techniques for dealing with diversity.

#### **Part 4: Leveraging Diversity**

- Demonstrate how leveraging individual diversity can help meet business challenges.
- Write an action plan for leveraging diversity in your organization.

“People and their differences make up the foundation of an organization’s ability to develop broad perspectives and to approach business problems in new and creative ways.” Barbara Walker

## **Diversity: Managing Diversity**

**Problem:** *A manager faces a team in which everyone is different. What is the appropriate response?*

**Solution A:** Demand that everyone think and act alike.

**Solution B:** Observe the differences and use them to enhance the team.

The manager is likely to choose either solution before participating in the Managing Diversity course. Afterwards, Solution B will be the choice. This module will align participants with High Performance thinking and managing. In this session, the leader will cover a wide range of topics including issues of race, gender, ethnicity, age, disability, sexual orientation and physical ability in the workplace

This module is a social and business building block to align participants with 21st century high-performance business cultures. The module introduces participants to essential knowledge and skills necessary to successfully manage diverse individuals and workgroups. It is designed to motivate participants to learn about the dynamics of diversity and their roles and responsibilities for valuing and managing diversity.

### **High-Performance Organizations of the 21st Century Emphasize the Importance of:**

- Diversity and inclusion.
- Valuing diversity.
- Using the advantages of diversity and inclusion for growth and expansion in a global marketplace.

### **Module Objectives:**

#### **Part 1: From Valuing Diversity to Managing Diversity**

- Define diversity and recognize the many dimensions of diversity.
- Identify five skills for managing diversity effectively.
- Identify ways to demonstrate valuing differences, taking action and overcoming barriers.

#### **Part 2: Meeting New Challenges: The Changing Workforce**

- Identify demographic changes in the workforce.
- Identify the challenges involved in managing a diverse workforce.
- Identify four business imperatives for managing diversity.

#### **Part 3: Using a Flexible Approach to Managing Diversity**

- Identify and use flex-management strategies.
- Practice using flex-management approaches.

#### **Part 4: Change Strategies for Managing diversity**

- Determine your current skill level in managing diversity.
- Write a personalized self-development plan with realistic, actionable items for managing diversity back on the job.



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