



Uniting Diversity in Workplace

Unity in your organization will determine your growth and bottom line going forward. Prepare yourself and your workforce to meet every challenge by celebrating diversity to include a broader vision for a brighter future. Elevate's groundbreaking program ***Uniting Diversity in the Workplace*** will guide you and your staff through the steps needed to develop a comprehensive DE&I program that will build trust, instill confidence, and create unity for the most diverse workforce in history. We will cover where to start, what to do, and how to do it. From getting started to sending a cohesive message, that in the end, may help to soften difficult conversations and decisions. This course is focused on finding similarities rather than differences, and how to empower your organization to develop solutions that are easily implemented.

Leaders: A Guide to Uniting Diversity – Group discussion and instruction with our SME and leaders to develop the structure and framework for the organization to figure out what the “something” is; how do teams measure results; how do the teams report their finding; other organizational questions that might arise.

Leaders/Managers and Supervisors: Uniting Diversity as a Leader. This course will give leaders information about culture, diversity, inclusion, biases explicit and implicit; their role in leading as an example for the organization; and tools they can use immediately to mitigate adverse behavior. In this training, participants will gain a better understanding of cultural diversity which is aimed at increasing the participants' cultural awareness, knowledge, and skills in order to benefit an organization by increasing the inclusion of different identity groups and by promoting better teamwork. More than ever, a workplace is a diverse collection of individuals proud of who they are: their gender, their sexual orientation, their religion, their ethnic background, and all the other components that make an individual unique. One of the challenges for workplace leaders is how to help these diverse individuals work as a team. We all know what happens to organizations that don't have effective teamwork: they fail. And, failing to embrace diversity can also have serious legal costs for organizations.

Individual Contributor: Uniting Diversity in the Workplace

Success in today's business climate depends on several components. One of them is organizational culture, and the individual cultures of the employees of an organization. Since culture defines many aspects of how we think, feel, and act, it can be challenging for organizations to bridge cultural differences and bring employees together into a functioning team. Culture also influence's people's biases—those both implicit and explicit in nature.

While we cannot completely rid ourselves of unconscious bias, we can learn how to recognize it and lessen its impact in the workplace. These are skills that everyone can learn. Most people are not aware of how their unconscious biases can affect their behavior, but unchecked, it can have enormous impact in the workplace and throughout one's everyday life.

Leaders, Managers, and Supervisors: Navigating Difficult Conversations – In this workshop we will help you learn how to create a trusting environment to achieve the results you want. You will learn essential leadership skills for managing people, better decision making, and delegation skills that help you get things done. You will also learn how to balance tact and assertiveness; encourage others to speak up; how to avoid resentment and conflict and improve the overall morale and effectiveness in your workplace.

We will address how to approach tackling such a sensitive, overwhelming, and often times divisive issue. How does the team tackle tough discussions and build trust? During this course participants will gain practical application for handling conversations that escalate, and how to diffuse emotions when they grow hot.

Individual Contributor: Managing Emotions in a Diverse Workplace

“In the workplace, whether you’re pitching a new concept or negotiating a deal, emotion is involved and important.” Initiating a diversity program may bring many emotions to the workplace. Being emotional can prevent people in the workforce from achieving all that they can be and hinders the organizations message of diversity. This one-day program is designed for people who struggle with emotions such as anger, defensiveness, and impatience, to understand the importance of acceptance and help them make better decisions in the workplace.

Debrief: Participants will gather to discuss the program, and the message to be delivered to the general population. (90 minutes to 2 hours)

Cohort(s) One: Leaders

Day 1: A Guide to Uniting Diversity

Day 2: Uniting Diversity as a Leader

Day 3: Navigating Difficult Conversations

Day 4: Optional *Join Managers and Supervisors for Debrief or Scheduled Leadership Debrief

Cohort(s) 2 Managers and Supervisors

Day 1: Uniting Diversity as a Leader.

Day 2: Navigating Difficult Conversations

Day 3: Debrief (90 minutes to 2 hours)

Cohort(s) 3 Individual Contributors

Day 1: Uniting Diversity in the Workplace

Day 2: Managing Emotions in a Diverse Workplace

Day 3: Optional - Debrief with GSA leaders and individuals with Elevate SME to discuss sensitive, emotional, and divisive conversations and possible solutions.