

Driving Diversity

Drive Innovative thinking and better decisions by making diverse thought and diverse teams your strength

High performance and innovation are the result of effectively managing and creating diverse teams. Diverse teams reflect all ways in which individuals differ and generate a greater power and product than their homogeneous counterparts. Participants to this program will be able to:

1. Understand the parameters involved in workplace diversity (personal and organizational) and the impact of true diversity.
2. Create diverse teams built on true analytic and qualitative information.
3. Create a team identity, vision and indicators of success.
4. Implement tools to ensure innovative and diverse thought.
5. Identify barriers to team success and manage teams appropriately to ensure personal and corporate excellence.

Learning Outcomes

Workplace Diversity: the Model

- Define the role of diversity in a high performance work culture
- Define the personal and organizational parameters that define diversity
- Learn how diverse teams outperform homogeneous teams
- Benchmark current experiences and attitudes

Selecting and Structuring Teams

- Define team mandate and outcomes
- Use data to structure teams
- Gain insight on potential team members

Supporting the Learning and Innovative Process

- Create team identity, vision and goals
- Ignite individual thought
- Understand how to manage and encourage mistakes as part of the innovative process
- Choose creative methods to generate results
- Learn tools to understand team members' values and motivators and plan appropriately
- Coach teams through challenges and difficulties

Challenges to Diversity

- Understand how to gain organizational alignment on team structure
- Create strategies to develop diverse team in homogeneous environment

Exploring and Attaining the Diverse Voice

- Work through cases in teams to demonstrate value and challenges of diverse teams
- Identify current opportunities to self-development and create action plan to achieve