



Discovering Diversity

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The Premise

Most employees fundamentally know that diverse cultural backgrounds and experiences of employees and customers enrich the organization, making their workplace a more innovative and globally competitive organization. While realizing the benefits of diversity, most employees are faced with challenges in how to interact on a day to day basis. Often opening up the communication, work partnership and collaboration is as easy as bringing everyone together for a facilitated conversation about diversity. Once people learn that everyone has similar fears about each other, barriers begin to break down and work force collaboration begins.

This seminars purpose is to empower your employees. It assists them in learning to respond to workforce diversity issues and identify where they need to develop an increased understanding in the area of diversity. They increase their knowledge & understanding and in turn grow in their acceptance of others and this leads to more effective communication and some ever so slight behavioral modifications that lead to an improvement in the overall work culture and productivity.

The Presentation

The Keen Discovering Diversity Workshop™ along with the Discovering Diversity Profile® guides learners through a group collaborative process that identifies overall attitudes about workforce diversity. Even though the workshop is conducted in a team approach, individuals quickly assess their personal level of comfort — or discomfort — and work through breaking through their diversity barriers. Through the Discovering Diversity Profile® employees independently examine current feelings, opinions, knowledge, and skills in the area of diversity. The impact of individual comfort level on workplace effectiveness is clarified, and specific suggestions for improving individual understanding of diverse groups are offered.

The Takeaways

The Keen Discovering Diversity Workshop™ helps individuals and teams in an organization:

- Discover their personal comfort level with people who different from themselves
- Understand the impact of their behavior on others
- Assess the accuracy of their knowledge about differences
- Limit the influence of stereotypes
- Reduce conflict
- Transform knowledge into acceptance and empathy
- Breakthrough barriers in communication & teamwork