



## Seminars

### Workplace Diversity - Valuing Differences

Seminar Length: 4 hours\*

Participant Numbers: 10 min, 25 max\*

Participants: any level within the organization\*

\* recommended

Our seminars are all *modular* by design – meaning that they are highly customizable to suit your exact needs. We partner closely with you to ensure we completely understand your desired outcomes. We invest the time to ensure we understand your organization and tailor the pre work, seminar and post work to get you the results you want.

### Seminar Title: Workplace Diversity - Valuing Differences

We have all heard the term *diversity* many times, but what does it *really* mean in the workplace today? Many of us may only consider gender, racial, and ethnic differences. This seminar goes beyond what many would constitute as just differences in the workplace. Thus, the purpose of this seminar is to explore the *similarities and differences* among the employees of organizations. The similarities can be as important as the differences!

Participants will gain an increased understanding of such diverse characteristics as:

- Gender
- Ethnic Heritage
- Physical Abilities and Disabilities
- Race
- Age
- Sexual Orientation

Why a seminar on the *values* of workplace diversity? Consider a few of the more dramatic facts about the changing workplace:

- The number of females in the workplace has increased by over 15% in the last decade; thus, more than 62% of women in the United States are expected to be working in 2010.
- People of color and immigrants (many non-English speaking) represent more than 50% of the present workplace.
- Since the millennium, 85% of the entering workplace have been female, African-American, Asian-American, Latino, and new immigrants.
- Two million “seasoned” workers, between the ages of 50 and 70, are ready, willing, and able to work; many are not being utilized to their potential.

- Of the 40 million+ people with disabilities in this country, many will seek equal employment, encouraged by the Americans with Disabilities Act (ADA, 1990).
- Generation Y, broadly defined as those individuals born between the years 1977 and 1994, account for 20% of the population and are noted as being the most ethnically diverse generation to date.

The impact of these startling demographics is already being felt in the workplace. Diverse groups bring a variety of expectations in work styles, needs, and values. Today’s workforce must learn to make diversity an asset to improve working relationships and productivity. Attending this seminar is a “win” for individuals enhancing their level of effectiveness, gaining a greater sense of teamwork and a deeper commitment to the organization and its goals. A “win-win” is truly *valuing workplace diversity!*

#### Fees

Facilitation Fees	Participant Guides	Travel Expenses
\$3,000 per Half Day <sup>†</sup>	\$25 per person (or we can send you the electronic file to print)	Agreed in advance and charged additionally

<sup>†</sup>Discounts available for Educational and Non/Not for Profit Organizations Add another seminar to make a Full Day and benefit from a 30% discount

#### Marketing

We are available to partner with you to create electronic materials (at no cost) to help you communicate and market this seminar inside your organization.

**Our Promise** **#1 Best Content** - We commit to always providing you access to the **BEST CONTENT** available.  
**#2 Best Person** - We promise you the **BEST PERSON** from our team to meet your exact needs and serve your organizational culture.  
**#3 Best Results** - We promise you **BEST RESULTS** within your organization as an end product of our training & development work with you.

#### Other Seminars available

Customer Centered Service • Personal and Interpersonal Effectiveness • Team Excellence • Work/Life Balance and Goal Setting  
 Positively Reducing Conflict • Bridging the Generation Gap • Time Management • Leading Others • Business Financial Intelligence

#### We also offer

