



Format: We recommend 3 two hour sessions, held either during one full day or two half days. Maximum of 25 participants. Dr. Nick Kourkoumelis will lead, and Tracy Sparks will help administer the exercises. A team approach.

How to Lose Control and Grow your Business Profiting from Diversity in your Organization

Building and managing a diverse team that functions creatively and collaboratively is crucial to corporate success. Developing a common language and shared vision for each member of the team increases its effectiveness. The willingness to embrace diversity, a proper understanding and application of diverse management styles, and understanding the power that comes through effective team building, are keys that separate good companies from great ones. The team is the framework for creativity and innovation, to drive action. Knowing your management strengths, getting the best out of your team, and building confidence through the collective effort, are vital to gaining leverage within your organization, and creating collective actions that drive innovation. The vision of today's manager should be the creation of a safe haven and infrastructure for creativity and innovation that taps into the hidden talents within the organization. Questions the workshop addresses include the following:

- How can knowing your management style enhance effectiveness?**
- What are the collaborative structures necessary for the team to function creatively?**
- How do you use the diverse opinions to create a plan of action?**
- How can different points of view get the best results?**
- How do you use these diverse opinions to create a culture of team-building within your organization, and empower your employees to work together, with confidence?**

- **And how do you replicate this team, to apply the same principles to new challenges?**

This one or two day workshop, with group exercises, addresses these questions, and more, and will teach you how to get the best out of your team, and how to empower your employees to act, with confidence.

Workshop Description

This one or two day workshop introduces participants to the value of diversity within organizations, focusing on encouraging group discussion to foster understanding and appreciation of different perspectives, and a greater awareness of the role that competing and complementary ideas can play within groups and corporations. The workshop is designed to give participants an opportunity to share thoughts with others, and to adapt to others' ideas.

Exercises and role plays (individual & team) are organized throughout the workshop.

Learning Outcomes

The participant will:

- **Discover your management style and how to get the most from your team**
- **Learn how a common language within the team can enhance performance**
- **Gain confidence in expressing one's opinion**
- **Understand the value of a diverse team**
- **Challenge unproductive beliefs and stereotypes**
- **Link the power of diversity to business results**

Workshop Objectives

- 1. Learn to increase understanding and deepen trust with fellow employees.**
- 2. Learn to leverage different perspectives in your organization, to go from good to great.**
- 3. Gain an understanding of how stereotypes are formed.**
- 4. Learn to boost collaborative creativity and innovation.**
- 5. Understand the business value of diversity.**

Outline of Workshop

- I. Getting to Know Each Other**
- II. Defining Diversity**
- III. The Power of Diversity**
- IV. The Business Case for Diversity**
- V. A Day in the Life of Someone Else**
- VI. Obstacles to Managing Diversity**
- VII. Exploring Our Own Unique Lifestyles**
- VIII. Legal & Economic Realities**
- IX. Avoiding Assumptions & Identifying Opportunities**
- X. Building a Personal Action Plan**

Length

One-day, 6 hours, or 2 days, 3 sessions of 2 hours each

The Diversity Advantage

Exercises

- Defining Diversity Exercise**
- Getting to Know Each Other Exercise**
- Facilitating the Difficult Dialogue (Role Plays)**
- A Day in the Life of Someone Else Exercise**
- Diversity Video**
- Obstacles to managing Diversity Exercise**
- Exploring Your Own Unique Lifestyles**