



Diversity and Inclusion

.... maximising the potential within your business

An increasing number of companies are realising the benefit of having a diverse and inclusive workforce. Diversity and Inclusion is about more than gender and ethnicity; it's about experience, skill, talent, perspective and culture. It is a critical factor in companies achieving sustainable competitive advantage. We can run a bespoke in-house programme in your organisation to help you to embed a living culture of diversity and inclusion.

Content

- What is Diversity and Inclusion?
- Understanding unconscious bias
- Business areas vulnerable to unconscious bias
- Assessing individual bias
- Strategies for overcoming unconscious bias
- Recognising the business benefits of creating and supporting a diverse and inclusive workforce
- Bringing Diversity and Inclusion values into action

Features

- Tools and techniques for understanding and applying Diversity and Inclusion in the workplace
- Use of selected case studies that demonstrate the nature of bias
- 7 step process for overcoming unconscious bias
- Practical ways to build the business case for Diversity and Inclusion

"The delivery of the Senior Leadership Diversity and Inclusion discussions facilitated by Techniques for Change and supported by members of our D&I Working Group provided an excellent method of generating awareness and debate around D&I and enabled the attendees to explore the importance of this issue, what it means in our business and the role they had to play. The TFC facilitator was excellent at encouraging and facilitating the sessions, drawing on his wealth of knowledge of D&I studies as well as his experiences in other companies. TFC ensured that the sessions were very interactive and were very good at ensuring that people got involved in the debate and reinforced and captured the learning at the end of the Session. The sessions have had very positive feedback from Senior Leaders and as a result we asked TFC to roll them out to other employees in the business and in addition other business units are looking to roll out similar training."

Emma Nabb, HR Manager, Diversity & Inclusion

BAE SYSTEMS

