



Derek Hendrikz Consulting Presents:

Organisational Diversity Awareness & Values

Duration:	2-days
Max. Participants:	20
Facilitators:	1
NQF Level:	5
Total Credits:	4
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The Organisational Diversity Awareness & Values workshop aims to assist participants in applying corporate values within a diverse work environment. The organisational values will form an integral part of this programme and participants will be moved towards the internalisation of these values. *The following areas are covered during the programme:*

- ✓ Organisational Values & principles;
- ✓ Reference systems;
- ✓ Power & discrimination;
- ✓ The ism's of diversity;
- ✓ Identity & culture,
- ✓ Stereo types, paradigms, & perceptions,

The workshop outcome:

On completion of this programme participants should be able to apply organisational values whilst being sensitive towards workplace diversity.

SETQAA Accreditation:




For accreditation purposes, participants will be assessed on the following unit standard:

Unit Standard:	Unit Standard Number:	Credits:
Demonstrate an understanding of professional values and ethics.	8648	4

Participants will be assessed on the following specific outcomes:

1. Describe and reflect on what professional values are and where they come from.
2. Describe professional accountability.
3. Position professional values within an organisational context.
4. Describe why value conflict occur in the workplace
5. Analyse cases of value conflict in the workplace and suggest ways of dealing with them.

Included:

-  All programme materials and handouts.
-  Issuing of certificate on completion of programme.
-  Record keeping of all results and assessments.

Training methodology:

The programme is a highly interactive one, where participants use games, simulation exercises, and introspection to achieve the workshop objective. Each participant will receive a workbook and leave the workshop with an individual commitment. As with all our training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.




Programme:

Time:	Day 1:	Day 2:
08:00-10:00	Diversity within Organisational context	Working with identity & culture
10:00-10:30	<i>Convenience Break</i>	
10:30-12:30	Understanding reference systems	Understanding relatedness
12:30-13:30	<i>Lunch</i>	
13:30-15:00	Working with power & discrimination	Getting personal & team commitment
15:00-15:15	<i>Convenience Break</i>	
15:15-16:00	Day Review	Programme Evaluation

Who should attend?

-  Managers & Supervisors.
-  People working with people.
-  All employees.
-  Employees and people who want to enhance their interpersonal and intrapersonal effectiveness.

Day 1:***Understanding diversity within Organisational Context:***

-  The context of organisational diversity.
-  Creating a time-line from past to current organisational diversity.
-  Understanding your current workplace diversity.

Understanding reference systems:

-  Values.
-  Beliefs.
-  Paradigms.
-  Upbringing and social conditioning.
-  Alignment of individual with organisational values.

Working with power and discrimination:

- The discrimination process.
- Power imbalances.
- Prejudice.
- Racism.
- Sexism.
- Heterosexism & homophobia.
- Ageism.
- Ethnocentrism & Xenophobia.
- Nepotism.
- Chauvinism.
- Ableism.

Day 2:

Working with identity and culture:

- The identity forming process.
- Identity clashes.
- Multicultural workplace.
- Culture-relativism.
- Cultural conflict.
- Gender.
- Race.
- Age.
- Sexual preference.
- Social standing.

Understanding relatedness:

- Stereotypes.
- Perceptions.
- Cross-identity relations.
- Cross-identity conflict.

Personal commitment:

- Goal setting.
- Individual contribution & commitment.
- Internalisation of organisational values.

Derek Hendrikz Consulting cc:

(1997/060793/23)

- Tel: 012 567 2824
- Fax: 012 543 3292
- E-mail: hello@derekhendrikz.com
- URL: www.derekhendrikz.co.za
- P. O. Box 14557, Sinoville, 0129, South Africa



Beyond Comparison!