



Derek Hendrikz Consulting Presents:

Diversity Dynamics & Awareness

Duration:	3-days
Max. Participants:	20
Facilitators:	1
NQF Level:	3
Total Credits:	5
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The Diversity Dynamics & Awareness workshop is a well-researched programme that aims to assist people to function effectively in a diverse working environment. The programme sets out to undermine the process of social categorization by employing well-researched social psychological principles, i.e. the cognitive process of particularisation; personalising and individuating group members; blurring category boundaries; and heightening the awareness of multi group and super-ordinate group membership. *The following dimensions are covered during the programme:*

- ✓ Identity & culture;
- ✓ Reference systems, beliefs & values;
- ✓ Stereo types, paradigms, & perceptions;
- ✓ Power & discrimination;
- ✓ The ism's of diversity;
- ✓ Diversity mind-set;
- ✓ Personal & team commitment.

The workshop outcome:

On completion of this programme participants should be able to promote an organisational culture that is impartial and prejudice-free by enhancing human diversity within the workplace.

SETQAA Accreditation:




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

Unit Standard:	Unit Standard Number:	Credits:
Explain how to manage diversity in the workplace.	244579	2
Show an understanding of diversity in the workplace.	116720	3

Participants will be assessed on the following specific outcomes:

1. Explain diversity.
2. Describe the role and responsibilities of an organisation in managing diversity.
3. Describe the role and responsibilities of the individual in creating a harmonious work environment.
4. Explore issues in a specific workplace in order to suggest ways of managing diversity.
5. Demonstrate an understanding of cultural and other differences in the workplace.
6. List and understand the concept stereotypes in the workplace.
7. Demonstrate a basic understanding of the role of change in the workplace.

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. During the first day the facilitator will create a safe environment for participants to work with organisational diversity issues. 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:	Day 3:
08:00-10:00	Diversity in SA context	The ism's of Diversity	Reference systems & values
10:00-10:30	<i>Convenience Break</i>		
10:30-12:30	Power & discrimination	Identity & culture	Relatedness
12:30-13:30	<i>Lunch</i>		
13:30-15:00	Power & discrimination (cont.)	Diversity Theory	Personal & team commitment
15:00-15:15	<i>Convenience Break</i>		
15:15-16:00	Day Review	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 South African Context:

-  The history & context of SA diversity.
-  Understanding your current workplace diversity.
-  A time-line from past to current SA diversity.

Working with power and discrimination:

-  The discrimination process.
-  Prejudice.
-  Power imbalances.

Day 2:

Understanding the ism's of diversity:

- Racism, sexism, nepotism & chauvinism.
- Heterosexism & homophobia.
- Ageism & Ableism.
- Ethnocentrism & Xenophobia.

Working with identity and culture:

- The identity forming process.
- Identity clashes.
- Multicultural workplace.
- Culture-relativism.
- Cultural conflict.
- Gender, race, age, & sexual preference.
- Social standing.

Day 3:

Understanding reference systems and values:

- Beliefs & values.
- Paradigms.
- Perceptions.
- Upbringing and social conditioning.

Understanding relatedness and values:

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

Getting personal & team commitment:

- Goal setting.
- Individual contribution & commitment.
- Team contribution & commitment.

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



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