



Diversity

Diversity training will help maximise the potential of your teams through recognising and valuing difference and what each individual can truly contribute.

Diversity goes beyond colour, gender, race, religion and ability, and recognises the skills and thinking styles that each individual can bring to your team. If everyone is the same you will have 'group think' which leads to poor decision-making. Conversely, by acknowledging and embracing differences you can bring greater creativity and cohesion to your business.

Using an interactive mix of theory, engaging exercises, case studies and legislation Wildgeese Leadership will help you to explore diversity and cultural difference in your workplace by;

- working with you to explore unconscious bias and how this hinders your own and others' development and productivity
- enabling honest reflection on values, beliefs and biases to identify how this impacts on your personal and professional lives and how it can hinder development and productivity
- exploring the organisational norms and how they can be exclusionary, potentially unlawful, and limit growth.
- explaining Equality and Diversity legislation and its relevance to the workplace.
- enabling understanding of legislation and compliance to reduce litigation.
- providing tools for effective decision making that take into account diversity and difference
- building managers' confidence and competence to have 'difficult conversations' that challenge discrimination and deal effectively with poor performance.

Cultural change

The most important role of the leadership is to build an effective organisational culture. Whilst diversity contributes to an organisations' culture it is also more than that. Organisational culture is 'the way we do things round here' and even the best strategies and plans are likely to fail if the culture is wrong.

We work with organisations to understand their culture, how things really operate and what is getting in the way of progress and productivity. Using a range of tested tools we evaluate the existing culture, work with senior leaders and key staff to establish the desired culture and how to bridge the gap.

Please get in touch if you would like more information.

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