



**Diversity Course:  
Valuing and Managing Diversity in the Multi Cultural Work Environment**



**Course Description:**

Accommodating and valuing the diversity in each organization is the most effective means of meeting the challenges of the future. When diversity flourishes in an organization, each member is a committed contributor. This happens when a range of responses are encouraged and valued. Diversity effectively managed becomes a competitive advantage. Communication in the workplace moves beyond the superficial to enable the movement of meaningful information.

The purpose of this training requirement is to provide information and sensitivity training needed to assist all US Forest Service's Leadership College of Eastern, Southern, and Western Universities managers and supervisors in recognizing, valuing, and managing diversity and in reducing prejudice.

This training will expand each participant's vision and understanding about the culture of others and provide a foundation for resolving conflicts among employees.

**Comment:**

- Highlights:**
1. What cultural diversity is and how it impacts your organization.
  2. Five basic competencies to effectively manage across cultures
  3. How to communicate effectively in a culturally diverse workplace
  4. How to maximize productivity by valuing diversity its synergy and the changes it yields
  5. Define your internal demographics and assess your organization's needs.

**Instructor:** TBD

**Topic-subject areas:**

- Diversity Awareness
- Changing Corporate Culture
- Understanding Diversity
- Benefits of Diversity

**Target Audience:** Managers and Supervisors

**Prerequisites:** None



**Course Objectives** At the conclusion of this training program, participants will be able to do the following:

- Recognize the value and strengths of diversity within the Pretrial Services Agency and its contributions to the organization's mission, vision, and effectiveness
- Define the responsibility of all employees to support diversity in the Forest Service workplace
- Identify ways to work more effectively with employees of diverse backgrounds at all levels within the organization.
- Understand the impact of culture on communication and performance
- Understand communication pitfalls when managing a culturally diverse workforce.
- Learn the importance of and strategies to communicate expectations effectively and negotiate agreements that work
- Identify the competencies and behaviors necessary for an organization to honor, value and benefit from its diversity
- Increase awareness of the creativity, range and power the diversity of an organization brings to meet corporate challenges
- Make practical links between the valuing of workforce diversity and organizational efficiency, effectiveness and productivity.

**Min/Max # Participants:** 20/25



### **Diversity Price List:**

199.00 Each

#### **Diversity Activities and Training Designs:**

Use diversity tools to: Change policies, systems and practices – Stimulate involvement for people who have been oppressed – Encourage behavior changes that will create a harmonious work environment – Reveal to management the benefits of a diverse workforce – Coach Managers in handling diversity on a daily basis and more. Activities range from 15 minutes to 3 hours. Training designs range from ½ day to 2-day workshops.

**\$325.00 each**

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