



# DIVERSITY (CONSULTATIVE) TRAINING

DIVERSITY APPROACH FOR TARGETED FOSTERING OF EMPLOYEE DIVERSITY



Diversity is about embracing many different types of people, who stand for different things and represent different cultures, generations, ethnicities, personalities, genders, ideas, thinking or just different looks. Diversity recognition, respect and the intrinsic motivation to utilize diversity rather than rejecting or ignoring it is a corporate process coined by the basics of mindfulness, fairness and inclusion.



Diversity management is part of corporate leadership and its strategic management tools and as such is expected by many business partners.



**Main question:** What is needed or requested? For instance:

- Initiating diversity management in the company?
- Raising awareness, sensitizing teams or leaders?



**Focal points can include:** Age, gender, sexual orientation, religion/belief, mental and physical abilities, national origin and ethnicity, work-life balance, social background...: the specific orientation & implementation of our diversity training is based on the individual requirements of our client.



**Content for a client-specific training could cover (but is not limited to):**

**Recognition of diversity potential as a change process in org. structures.**  
**Inclusion vs. Integration**  
*(Culture Sandberg, Change Processes, Sustainability)*

**Raising motivation to utilize diverse potential / motivational factors**  
*(Perspective Reciprocity, Familiarity and Strangeness, Basic Human Needs)*

**Align approaches: max out individual skills in teams thru diversity recognition**  
*(Belbins Team Roles, Dealing With Unconscious Bias, Stakeholder Recognition - change of perspective)*

**Creating harmony thru understanding & mutual respect**  
*(Basics Of Mediation, Conflict & Empathy, Feedback & Mindful Listening, Collegial Advice, Subjective Perception)*

**Confrontation with own values & introduction of new values**  
*(Self-Image VS. External Image, "Our Diversity In 5 Years", Collective Memory, Developing Team Value Symbols)*

**Diversity "readiness"**  
*(Ability To Recognize Own Values & Grasp Signals Of Others, Mindfulness In & Adjustment of Communication, Ability To Build Rapport & Commitment, Ability To View Diversity As Innovation Source)*



Diversity training can be conducted in modules of 1-5 days.

BEVERMANNACADEMY IS THE RENOWNED PARTNER FOR HR AND LEADERSHIP DEVELOPMENT, SALES, SUPPLY CHAIN, CHANGE MANAGEMENT AND TRANSFORMATION



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