



GLOMACS
Training & Consultancy

The Practice of Inclusion

Leveraging Diversity & Inclusion in the Workplace

17 - 21 Jun 2019, London

04 - 08 Nov 2019, London

The Practice of Inclusion

Leveraging Diversity & Inclusion in the Workplace

Introduction

Inclusion in the workplace leads to creativity and prosperity. In this innovative GLOMACS training course, you will learn to recognise and remove the subtle, yet embedded practices, that can impede inclusion in your workforce. Inclusion is about developing a work environment where everyone feels able to participate and achieve their potential.

The business case for inclusion is well-established, and the research shows that good outcomes directly correlate with diverse teams and inclusive workplace environments.

This GLOMACS training course on The Practice of Inclusion will highlight:

- Work practices to improve inclusion in your workplace
- Promoting and supporting diversity in the workplace
- Recognising and removing embedded practices that impede inclusion
- Challenges and obstacles to implementing an inclusion strategy
- The business case for inclusive workplace practices

Objectives

At the end of this GLOMACS training course, participants will learn to:

- Describe the meaning of inclusion
- Illustrate how to minimise barriers to a diverse and inclusive workplace
- Argue the case for inclusion in your organisation
- Explain how to remove embedded practices that impede inclusion
- Evaluate your knowledge of different cultures relevant to your business

Organisational Impact

- An appreciation of the benefits of inclusion in any workplace
- A focus on the benefits of inclusion practices
- Improved employee engagement and empowerment
- Promoting and supporting diversity in the workplace
- The leveraging of diversity

Training Methodology

Participants in this GLOMACS training course will receive thorough training on the subjects covered by the course outline with the facilitator utilising a variety of proven adult learning teaching and facilitation techniques.

This GLOMACS training course on The Practice of Inclusion is very participatory and experiential. It involves skill practice in a group setting. Training methodology includes individual, and group activities will intersperse the sessions. A variety of practical sessions, relevant case studies, simulations, and group games and activities are programmed into this course.

Personal Impact

- Develop practical, transferable skills and competencies
- Better understand yourself and others
- Practical skills in the practice of inclusion
- Learn about your own unconscious biases
- Improve your professionalism and practice

Who Should Attend?

This GLOMACS training course is suitable for a wide range of professionals but will greatly benefit:

- Human Resource (HR) Professionals
- Learning & Development Staff
- HR Business Partners
- Talent Management Specialists
- All Leaders, Managers & Supervisors
- Any professional who needs to develop their skills in inclusion and diversity management

DAY 1

The Journey from Diversity to Inclusion

- The Workplace Context for Equality, Diversity, and Inclusion
- Moving from Diversity to Inclusion
- What are inclusion and inclusive practices?
- Advantages and Possible Disadvantages
- Recognising and Eradicating Embedded Practices that Impede Inclusion

DAY 2

Leveraging Diversity & Inclusion

- How Unconscious bias Impedes Progress
- The Business Case Explained
- How to Leverage Diversity to Maximise Its Potential
- How to Align the Needs of the Individual with Business Requirements?
- Real Life Examples of Successful Inclusion Strategies and Initiative

DAY 3

Managing Cross-Cultural Challenges

- Your Cultural Map
- The Meaning and Types of Culture
- Women and Men – Cultural Differences
- Multi-cultural Teams and Teamwork
- How to Improve Your Cultural Intelligence (CI)

DAY 4

Work Practices to Improve Inclusion in Your Workplace

- The Most Significant Challenges to Implementing an Inclusion Strategy
- What Gets Measured, Gets Done
- Upgrading Your HR Practices to Support Inclusion
- Recruitment Practices Supporting Diversity
- Training and Development Interventions

DAY 5

Promoting the Business Case for Inclusion

- The Business Case for Inclusion
- Identifying and Involving All Stakeholders
- Are there any embedded practices that can't be removed?
- Presenting Your Case to Top Management
- Personal Action Planning



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Code	Date	Venue	Fees
MG247	17 - 21 Jun 2019	London	\$5,950
MG247	04 - 08 Nov 2019	London	\$5,950

REGISTRATION DETAILS

LAST NAME: _____
FIRST NAME: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

AUTHORISATION DETAILS

AUTHORISED BY: _____
DESIGNATION: _____
COMPANY: _____
ADDRESS: _____
CITY: _____
COUNTRY: _____
TELEPHONE: _____
MOBILE: _____
FAX: _____
EMAIL: _____

PAYMENT DETAILS

- Please invoice my company
 Cheque payable to GLOMACS
 Please invoice me

CERTIFICATION

Successful participants will receive GLOMACS' Certificate of Completion

4 WAYS TO REGISTER

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Website: www.glomacs.com

TERMS AND CONDITIONS

- Fees - Each fee is inclusive of Documentation, Lunch and refreshments served during the entire seminar.
- Mode of Payment - The delegate has the option to pay the course fee directly or request to send an invoice to his/her company/ sponsor. Credit card and cheque payments are both acceptable.
- Cancellation / Substitution - Request for seminar cancellation must be made in writing & received three (3) weeks prior to the seminar date. A US\$ 250.00 processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.
- Hotel Accommodation - is not included in the course fee. A reduced corporate rate and a limited number of rooms may be available for attendees wishing to stay at the hotel venue. Requests for hotel reservations should be made at least three (3) weeks prior to the commencement of the seminar. All hotel accommodation is strictly subject to availability and terms and conditions imposed by the hotel will apply.
- Attendance Certificate - a certificate of attendance will only be awarded to those delegates who successfully completed/ attended the entire seminar including the awarding of applicable Continuing Professional Education Units/Hours.
- Force Majeure - any circumstances beyond the control of the Company may necessitate postponement, change of seminar venue or substitution of assigned Instructor. The Company reserves the right to exercise this clause and implement such amendments.
- Fair Access / Equal Opportunities - In the provision of its services as a world-class Training Provider, the Company is committed to provide fair access / equal opportunities throughout the delivery of its courses and assessment leading to the completion of training seminars, or 3rd party qualifications/certifications.

GLOMACS

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