

## DIVERSITY TRAINING

### INTRODUCTION & BACKGROUND

A number of South African government; private and non-governmental organisations are engaging in transformation processes to attempt to bring about a diverse and dynamic workplace. To this end, it is important to successfully manage diversity in the workplace, and eliminate any form of discrimination that may occur based on assumptions and or stereotypes. The Constitution, Labour Relations Act (LRA) and the Employment Equity Act (EEA) all prohibit unfair discrimination. The promotion of Equality and Prevention of Unfair Discrimination Act offer organisations and institutions an additional instrument to outlaw any forms of discrimination in the workplace, though we believe that this should not be the only incentive for changing human relations at work.

### OUR UNDERSTANDING OF YOUR NEEDS

During the last two decades, the question of how to manage diversity in the workplace has become a subject of increasing concern for managers as well as all levels of staff, the media and the public. This applies to different aspects of diversity management – not only on an interpersonal and operational level, but also on a strategic and managerial level. The effective and successful management of a diverse workforce requires different strategies and imperatives, which are ultimately determined by the overall strategy of the organisation.

Today's workplace requires the bringing together of a diverse workforce with diverse backgrounds and management styles into one organisation. It is therefore essential for the managers and staff in the organisation to be equipped to effectively understand and manage these change processes, whilst also being aware of and sensitive towards issues of diversity.

The Diversity Management programme offered by Success Factory, in consultation with a representative team of your organisation can assist the organisation in reaching these critical outcomes which should serve as a means to guide staff to serve as good examples to the whole organisation.

**Please contact us for a detailed proposal.**

### DURATION

This is a one or two day course.