

Course in Diversity in the Workplace



Description

The course offers a comprehensive overview of diversity. The course will give you insights into the benefits, critical factors and process required to manage diversity successfully within the private sector context. Critical issues including gender, race, religion, ethnicity, culture, disability, age, sexual orientation, education and economic diversity are analysed. Ways of maximising organisational performance and developing a culture of mutual respect and trust by proactively managing diversity are explored. The benefit of diverse groups in organisations is that it often assists people to think more broadly as there is more than one view on an issue. Moreover, exchanging practices and stories about each other's diverse backgrounds fosters a climate of greater understanding about each other and provides the ingredients for innovative thinking.

Outcomes

On completion of the course, the participants will be able to :

- understand the fundamentals of diversity management
- understand and conceptualise diversity management concepts and be able to relate it to the organisation
- gain an insight into the legal aspects of diversity and ensuring compliance
- use diversity to the advantage of the team by building positive relationships and motivating the team to meet the organisations goals
- evaluate the workplace to ensure that systems and processes are in place to accommodate diversity
- understand the role of management in the initiation and implementation of the diversity policies

Learning Methods

The course is learner centered. It is practice-based and will involve drawing on experiences. The curriculum has integrated theory which involves situational analysis and identifying of challenges. The course will involve the use of case studies and role playing.

Target Audience

The programme is designed for individuals who want to understand the issues of Diversity Management. Managers at all levels, supervisors, team leaders, heads of department in both the public and private sectors may also attend.

Duration

The course is delivered over 2 consecutive days.

Fees

The cost of the course is available on request. Corporate discounts are available for 5 or more participants from the same organisation. Fees will include tuition, learning materials, meal and refreshments.

Contact Details

DURBAN

26 Samora Machel Street, (Aliwal Street)
Durban 4001, South Africa
P.O. Box 49494, East End
Durban 4018, South Africa
Tel: + 27 31 300 7200
Fax: + 27 31 368 2835
Email: shortcourses@mancosa.co.za

JOHANNESBURG

5th Floor, RSA Centre, 27 Melle Street, Braamfontein
Johannesburg, 2001, South Africa
Tel: + 27 11 403 9493
Fax: + 27 11 403 0980
Email: mancosa@iafrica.com

POLOKWANE

Block A Edupark, Edupark Avenue, Polokwane
Tel: + 27 15 290 2899
Fax: + 27 15 290 2841
Email: mancosa@edupark.ac.za