



Professional Personal Development Training

Free Choices

Diversity & Inclusion

Promotion of Diversity and Inclusion brings an enhanced recognition for the value and significance of difference. Successful interactions between diverse groups and cultures requires openness, knowledge and awareness.

Programme Brief

Productive working relationships are built through knowing the needs and objectives between yourself, individuals and groups from different cultures and viewpoints. Recognition and utilisation of your own, as well as, other people's experience, values, talents, motivations, background and perspectives, enables us to establish stronger and more rewarding social and business relationships.

Awareness and acknowledgement of this can help us better understand how these impact on our way of thinking, behaviour and performance.

3As perspective on Diversity

The 3 As perspective on diversity refers to:

Acceptance: How our psychological and social acceptance of the differences between individuals, cultures and the wider world, in which we live, along with the recognition and respect of these differences, offers better possibilities for co-operation, learning and stability.

Acknowledgement: Acknowledgement of inequality, discrimination and the fact that we all possess conscious and unconscious bias and are influenced by the cultural ideas and stereotypes we are exposed to in society, is a necessary standpoint from, which we can begin to become more self-aware, challenge and change towards becoming more open and inclusive.

Added value: Recognition that diversity provides us with a multitude of different perspectives, which can be utilized and contribute to:

Our team of professional inter-cultural trainers and coaches offer customised training and coaching for individuals, teams and global businesses Training programmes are created for your specific needs and will enable you to: -

- ✓ **Tune awareness of culture and diversity**
- ✓ **Understand how culture, values systems and ways of thinking relate to societal perceptions and intolerance**
- ✓ **Understand and respond to unconscious bias**
- ✓ **Constructively challenge stereotypes, prejudice and discrimination**
- ✓ **Understand and utilise the 3 As of Diversity in your individual and company development**
- ✓ **Establish Diversity and inclusion strategies into your team and organisation**
- ✓ **Maximise talent in Diverse Teams**
- ✓ **Promote the benefits and manage challenges of working with Diversity & Inclusion**
- ✓ **Develop understanding and strategies in working with diverse client groups**

Programme Delivery

Training will be interactive and experiential. This is in order, to promote engagement, motivation and significant learning or change. Focus will be on developing participant's awareness, as well as, the daily practical application of the knowledge and skills learnt.

Programmes will explore challenging issues and feelings, which require participants to engage in exercises and to look at their own experience, backgrounds, mode of thinking, values, beliefs, assumptions, biases and prejudices.

The workshop allows the opportunity to share and learn from people's experiences, knowledge and ideas

**Contact us to find out more about Free Choices
Diversity & Inclusion Training Programmes**