

Overview training modules

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Brainstorming and awareness activities

There are countless creative ways to stimulate dialogue and conduct internal campaigns on specific topics - think of gay pride and awareness activities around topics of diversity and inclusion



Team dialogue

Sometimes it is important to facilitate a dialogue session in advance or in combination with a workshop as the basis of D / I integration as part of organizational culture



Courses can be completed separately or in two days with intro – diversity and inclusion

Experiential learning forms the basis of the training courses. Theory supports learning and behavioral awareness, provides feedback and the mental connection.

1. Workshop - Introduction to diversity and inclusion

This workshop is for employees & managers who want to understand the scope of diversity and inclusion and in relation to the organization.

2. Business management lecture - Diversity and inclusion

This is a concise lecture aimed at leaders responsible for integrating diversity and inclusion at all levels of the company.

3. Interpersonal communication

In a diverse society we need strong communication skills to interact with so many different people. The basis of communication is not explicitly taught to us, while it remains the core factor in all relationships. Every situation can be misinterpreted and our behavior is a determinant. The training outcome is to understand the dynamics of communication, to communicate more effectively and to become more aware of how your behavior influences it. We discuss unconscious bias and the role that that plays in the interaction with others.

4. Conflict handling

What is conflict? How do people negotiate in conflict circumstances? Why can it escalate and what are the skills you use to handle conflicts? This course will help you identify conflict handling modes and deal with conflicts in different contexts.

5. HR Diversity workshop / handling discrimination

This workshop is aimed at providing guidance and support to HR practitioners understanding diversity inclusion in relation to their work from vacancy text to talent management and discrimination. The course is also aimed at managers on the frontlines dealing with related personnel issues.

Modules breakdown



1. Workshop Diversity and inclusion

- Our world - context diversity and inclusion
- The role of leaders
- Diversity dimensions - diversity the full picture
- Inclusion
- Analytical introspective exercise - in practice
- Barriers - diversity
- Discussion
- Wrap up



2. Business management lecture – Why diversity and inclusion?

- Global context diversity, inclusion and leadership
- The Dutch context and intercultural relations
- 2020- so called soft skills and how important this is the next years
- Diversity in deep
- Inclusion unpacked
- D/I Integration in company
- Personal story - experience
- Reality check & triple bottom line



3. Interpersonal communication

- Communication dynamics and theory
- Practical examples / exercise
- The role and awareness of emotions
- Feedback en discussion
- Intercultural relations and theory
- Cases / feedback / questions
- Unconscious bias
- Cases / feedback / questions



4. Conflict handling

- Internal reflection and exercise
- Conflict dynamics and theory
- In practice and exercise
- Conflict escalation - de-escalation
- Feedback / discussion / cases
- Conflict handling modes
- Feedback and discussion
- On the workflow / teams

Modules breakdown



5. HR Workshop – Diversity and Inclusion / handling discrimination

1 day

- Introduction and background - D/I context and human rights perspective
- Socio - political / world context
- Discrimination - different forms
- Psychosocial work hazards / the role of emotions
- Implementing policy on complaints and related procedures
- Case study & stakeholder communication
- Unconscious bias and HR practice
- Cultural intelligence
- Leadership, integrity and organizational culture
- Close / Actionlist / Questions

(This is a general outline but will be adapted to need whether that be more focus on the HR cycle and/or discrimination)



6. Inclusive Leadership

2 days

Day 1

- Leadership in world and national context
- Historical perspective CSR & /D & I
- Diversity and Inclusion unpacked
- Organisational culture
- Team dynamics and leadership
- Barriers against diversity and inclusion

Day 2

- Unconscious bias
- The crucial role of HR
- You- leadership, communication & conflict modes
- Emotional and cultural intelligence / Trust
- Mind, body, behaviour
- Servant leadership - Close

(This is a two day interactive training with lectures, exercises between and elements of self-reflection to ensure om diversity and inclusion is a mindset)