

Leadership Accelerator Diversity Coaching Program

Many of us have experienced discrimination in a way that has personally affected our next level in leading. If you have internalized others' bad behavior and allowed it to find root in your mind and heart, this four-session diversity coaching program is for you. This program will help leaders deflect unhealthy behaviors and adopt Strategically Strong Inclusive Habits to inspire behavioral change in others.

Session 1:

Affirming Your Potential

Session 2:

Addressing Microaggression & Identifying Effective Strategies

Session 3:

The Upsides and Downsides of Code Switching

Session 4:

How to Proceed and Not Recede



THE
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RESOURCE CENTER

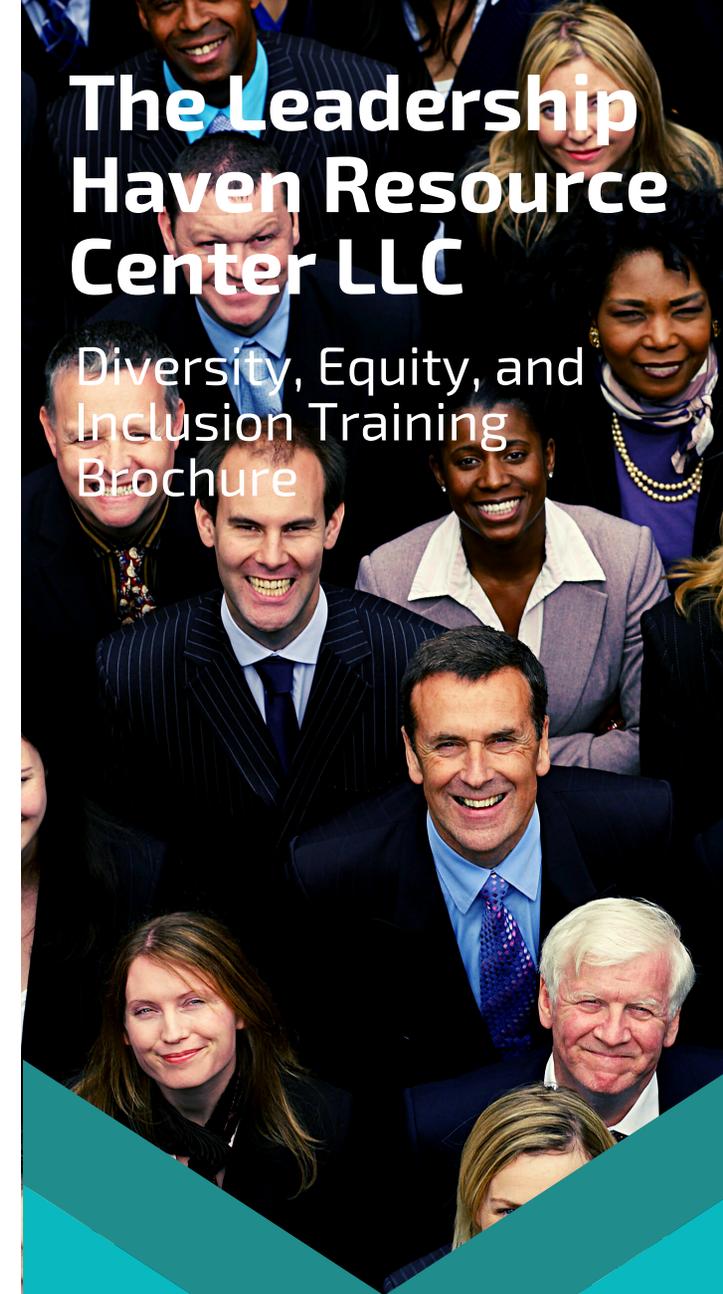
"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

— Maya Angelou



The Leadership Haven Resource Center LLC

Diversity, Equity, and
Inclusion Training
Brochure



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An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.
~Martin Luther King, Jr

The Six (6) Stages of Cultural Competence

Learning about cultural differences is necessary – period. Today, organizations must include both deep respect for and a real understanding of the extraordinary and growing range of cultures and backgrounds that increasingly confront their daily operations. That respect and understanding should come naturally, however, in many instances, that has not been the case. This workshop will focus specifically on leadership and cross-cultural competence and how an ability to embrace and adapt to diversity can be used as a tool to build successful organizations.

Bridging Cross-Cultural Communication Barriers

Development of cultural competency skills enables leaders to adapt their communication and negotiation styles in subtle ways based on the individuals with whom he or she is interacting. Being able to adapt to multiple communication styles is a necessary skill in today's business environment. In short, today's leaders must be able to adapt their preferred communication styles and do so without judgement. This workshop will take a deep dive into cultural dimensions, and help attendees to see beyond the ethnocentric lens in order to open up another dimension of understanding and collaboration.

The Effective Management of Cultural Diversity in the Workplace

Diversity is a reality in today's business environment. Managed well, diversity provides benefits that build community and increase success. However, when ignored or mismanaged, it brings challenges and obstacles that can hinder the organization's ability to succeed. The right question then is not, do we have to deal with diversity, but rather, how do we manage it to reap its potential benefits? This workshop will lay a workable framework for managing diversity in the workplace and bring new perspectives, ideas, and viewpoints needed to leverage organizational success.

Managing Unconscious Bias in the Workplace

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs; however, when unconscious bias goes unchecked, it can influence decision-making, either consciously or unconsciously, and the impact on an organization can be significant. Because unconscious biases are malleable and not permanent, there are steps that can be taken to limit their impact on our thoughts and behaviors (Dasgupta, 2013). Therefore, when we think about methods to address unconscious bias, we must consider strategies at the individual and the organizational level. This workshop will explore the impact of unconscious bias on a workplace and how enhanced self-awareness is the key to recognizing and addressing the different types of biases – including those subtle biases that are not as common; and will offer proven ways to mitigate biases in the workplace to minimize the impact on others.

Guidelines for Leading a Multigenerational and Diverse Corporation

As people relocate from country to country, region to region, and as organizations continue to expand across border lines, the trend towards more diversity in the workplace is increasing. The business arena is becoming a melting pot for people of different cultures, races, ages, and socioeconomic and religious backgrounds. The push now is for leaders to understand the dynamics of diversity, including the differences in worldviews, life and communication styles, and ethics and etiquette, and how it affects the success of a workplace.