

Diversity Training for Managers & Supervisors



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| Course Number: | MTS GI 400 | Scheduled Sessions: |
| Cost Per Person: | No Charge/Participating, \$188/Non-Participating | 8/28/18 |
| Eligibility: | Managers & Supervisors | 11/13/18 |
| Instructor: | Danielle Potter | 2/19/19 |
| Length: | 8:30 am - 4:30 pm | 4/3/19 |
| Certificate Series: | Advanced Leadership Development | 5/23/19 |
| Location: | Des Moines, Hoover State Office Building, Level A | |

Overview:

This full-day workshop will address a variety of organization dimensions and dynamics needed to assure optimum managerial understanding of diversity. As a result of participating in a training session, managers will realize the value and appreciate the potential of a diverse workforce, practice self-awareness, and recognize and prevent discriminatory hiring practices on behalf of the State of Iowa. Managers will return to the workplace with an appreciation of the richness multi-culturalism brings to our daily functions, relationships, and organization.

Objectives:

- Achieve/maintain a diverse workforce, including employees of different ages, races, creeds, colors, genders, sexual orientations, national origins, religions, and disabilities.
- Promote equal opportunity in recruitment, appointment, assignment, and advancement.
- Realize the value and potential of a diverse workforce.
- Practice self-awareness and identify and confront personal biases.
- Recognize and prevent discriminatory hiring practices.
- Appreciate the role of the onboarding process in understanding diverse team members and creating a welcoming environment that will lead to lasting retention of new hires.
- Engage in action planning to transfer new learning derived from the seminar into daily practice