WHEN IT COMES TO
BUILDING A GREAT
ORGANIZATION,
DIVERSITY AND
INCLUSION ARE KEY
FACTORS THAT LEAD TO
ORGANIZATIONAL
SUCCESS



Did you know leaders who promote a diverse workforce and foster an inclusive environment are far more likely to deliver exceptional business results?

The more diverse an organization, the more everyone benefits. In order for employees to perform at their best, organizational leaders must foster an inclusive environment, one that uses employee differences to improve the way work gets done, promoting equal opportunity, and valuing differences as much as similarities.

Inclusion involves bringing together and harnessing diverse forces and resources in a way that is beneficial. Inclusion puts the concept and practice of diversity into action by creating an environment of involvement, respect, and connection, where the richness of ideas, backgrounds, and perspectives are harnessed to create business value and overall success.

When employees use their differences to shape new goals, processes, leadership approaches, and teams, they are able to bring more of themselves to work.

AN INVESTMENT IN YOUR EMPLOYEES:











Workshop Handbook



WHO SHOULD ATTEND?

All organizational employees



Diversity and Inclusion: a Proven Model for Business Success Workshop will teach participants how to recognize the issues and value of Diversity and Inclusion at all organizational levels.

Implement my Diversity and Inclusion workshop today. I have designed engaging participant materials, discussions, and learning activities that teach participants the following key concepts:

- Understand the business case for diversity and inclusion.
- Examine and counter one's biases about diverse people in the workplace.
- Foster an inclusive team environment.
- Harness the power of differences to boost team performance and collaboration.
- · Resolve diversity-related tension and conflict.

After the workshop, participants will be able to apply strategies to strengthen organizational culture, counter one's biases, bridge communication differences, and resolve diversity-related tension and conflict.

READY TO GET STARTED?

Here's how to implement a successful Diversity and Inclusion workshop in three easy steps:

- 1. Decide I'll help you decide who gets the training and why.
- 2. Prepare I will customize your workshop to exceed your expectations.
- 3. Deliver I will deliver the training in a fun and engaging way that will help make the learning stick.

Sandra Donati is a faculty member at American University's School of Public Affairs where she teaches graduate level courses in public management and policy. Sandra is the President, InteGreat Peak Performance. Work. Life. Play. LLC, specializing in organizational leadership development, employee engagement, change management, consulting and coaching with over 1000 coaching hours. Prior to her retirement in 2018, Sandra was the Provost, Leadership Academy at the Pentagon Force Protection Agency (PFPA) responsible for the design and launch of the leadership academy in 2014. Her work at PFPA focused on leading change in a complex environment and teaching all levels of PFPA leaders from her Aspiring Leader Program, mid and executive level development program where she taught and graduated over 200 students.

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