Village Elite Executive Staffing
Diversity Training: Program Overview
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More and more businesses and organizations across the country are allocating resources in the area of diversity training in an attempt to strengthen the organization's cultural awareness, cultural sensitivity, and cultural competence. A large part of these efforts of increased diversity trainings are focused on learning about cultural nuances, attitudes, influencers, and behaviors of different races, cultures and ethnicities. All of which are very important areas to explore and address. Studies show that reflecting and embracing diversity as an organization helps drive innovation, increases creativity, allows for better recruiting, less turnover, and establishes a stronger positive perception and reputation in the marketplace.

Based on our research and experience in this area, we have found that focusing on diversity alone is not enough. We help our customers, clients, and partners go beyond diversity (a state of being) to experience the power and purpose of inclusion (an act of doing). Diversity & Inclusion go hand-in-hand and although they are linked, they are also very distinct.

Diversity & Inclusion is not just something nice to do because it's the right thing, studies also reveal a string business case for increased Diversity & Inclusion within an organization. According to a study by Harvard Business Review, companies with 2-Dimensional Diversity (*Inherent & Acquired*) out-innovate and outperform those that do not reflect this in their leadership. Employees at these companies are 45% likelier to report that their firm's market share grew over the previous year and 70% likelier to report that the organization captured a new market.

In this full day workshop, we look beyond diversity and explore the power of inclusion. We will also explore the "illusion of Inclusion" which is a false belief that an individual or organization may have about the efficacy of their inclusion efforts. Often times the most well-intentioned organizations believe they are being inclusive when they actually aren't being as inclusive as they could be, or even should be. We will discuss and explore how the evolving multicultural & multi-generational dynamics in our society have ushered in a new era, with new expressions, and new expectations of inclusion and collaboration by which to live, work, learn, and earn.

One of the critical action-steps coming out of this session will be a leadership model that your organization can adopt that will empower its members to take intentional action to allow co-workers and colleagues of diverse racial, ethnic, religious, lifestyle, life-stage,

and socio-economic backgrounds to know they are welcomed and respected through meaningful outreach and engagement.

One of the major keys to success in helping organizations that we work with to cultivate healthier climates of inclusion is our four-step MEET Model. One of the greatest leadership philosophies that often gets overlooked but has yielded some of the most fruitful outcomes for leaders throughout history is the idea of being able to *meet* people where they are. This four-step model brings that philosophy to life in a practical way. Participants will learn the essentials of:
- ***M****aking Time to Engage*
- ***E****xploring Similarities and Differences*
- ***E****ncouraging Respect*
- ***T****aking Responsibility*

We feel it is important to note that the content of this training was born out of our experiences in working with organizations and agencies over the last 10+ years and has been time tested and proven. This content goes beyond theory and is based on the success of real world application.

This program provides very specific examples and case studies based on real world experiences. We deliver case studies and examples of what has worked and why. We have learned from experience, the importance of not just focusing on recommendations of "What" we have seen work, but also discussing "Why" it worked, and recommendations on "How" we believe it can work for you.