

## DIVERSITY MANAGEMENT

### E – LEARNING PROGRAMME

#### Benefits of this course:

- Understanding of Diversity in the workplace (and legal compliance discussed in S15(2) of EEA)
- Mitigating the risk of HR and legal liability from diversity related issues
- Creating positive change with respect to employee's knowledge and awareness around Diversity
- Dealing with Diversity management issues, increasing employee morale and reducing conflict around Diversity
- Identifying and eliminating potential sources of unfair discrimination
- Greater appreciation of the value of workplace Diversity and a positive impact on team cohesiveness

#### Who should attend:

- Anyone working in a diverse workplace/team
- Team Leaders, Supervisors and Managers in all economic sectors

#### Duration:

Learners are given 3 months access to complete this programme although the programme itself can be completed in a day

The Diversity Management E - Learning Short Programme is aligned to the NQF 5 unit standard 252043

#### Entry Requirements:

- It is recommended that learners have basic communication competence at a NQF level 3

#### Course Overview:

- Understanding of Diversity in the workplace
- Exploring Diversity as a potential source of discrimination
- Exploring ways of meeting the needs of diverse clients and communities
- Understanding the implication of Diversity for relationships
- Dealing with disagreements and conflicts arising from Diversity in a team
- Understanding of the reality of Diversity and its value in a team
- Managing team members taking into account similarities and differences
- Strategies for promoting Diversity and for managing Diversity
- Understanding types of conflict in the workplace arising from diversity in a team
- Managing unfair discrimination and discriminatory practices
- Using disagreements and conflicts as an opportunity for learning