

## LEADING WITH DIVERSITY AND INCLUSION

Today's idea of workplace diversity is all-encompassing. A diverse workplace takes into account personality, age, experience, gender, skills, education, background and more. A truly diverse workplace promotes these skills and the individuality that every person can offer. In today's ever changing market, organisation's that can harness individual's unique qualities and talents, will be better placed to capitalize on business opportunities and attract the best available talent.

Where diversity is recognised and shared, organisations, teams and individuals find new levels of engagement and energy where everyone cooperates, safely communicates, builds productivity and enjoys improved outcomes.

## COURSE OVERVIEW

The Leading with Diversity and Inclusion course provides learning and develops the skills required to recognise and engage effectively with diversity challenges in the workplace. This diversity training will see participants have to confront issues and challenges from both an individual and group workplace perspective. It will look at how relationships are affected in the workplace and examine effective responses when faced with a wide range of diversity issues commonly encountered in the workplace.

This course is suitable to individuals who work in roles where they are expected to interact and communicate with colleagues, clients, customers, stakeholders and others from a diverse and different background to themselves.

## LEARNING OUTCOMES

In the Leading with Diversity and Inclusion course participants will:

- Understand the importance of a diverse workplace along with the potential issues and benefits that individuals, teams and organisations face
- Develop a proactive approach and be empowered to encourage others to value diversity they encounter within their workplace
- Recognise and respect individual differences in colleagues, clients and customers
- Learn and apply skills to respond to differences sensitively through effective use of verbal and non-verbal communication
- Increase their understanding of what diversity means to you, your team and your workplace
- Learn and apply practical strategies to proactively manage diversity challenges and promote inclusiveness in the workplace
- Learn to use positive and inclusive language to communicate more effectively and with impact
- Increase their awareness and learn how to manage the impact of unconscious bias in decision making

## HOW WILL I LEARN?

This course is delivered utilising our unique combination of classroom style learning, feedback workshops and a simulated building site. Participants assume a site leadership role and are given the opportunity to practice and apply newly learnt skills and knowledge when confronted with everyday challenges and personalities experienced on site.

Learning is reinforced and enhanced in our simulation sessions with a team of highly trained specialist actors. Participants are given the opportunity to negotiate, problem solve, communicate and provide direction to site personnel, management and subcontractors.

In our safe learning environment, participants will be challenged to demonstrate effective consultation and communication techniques, the ability to motivate others and become influential leaders for your organisation.

## DEBRIEFING SESSIONS

Each simulation is monitored by a team of trained observers and is followed by a facilitator led debriefing session. Here participants are able to exchange their experiences and individual feedback is provided by the trained observers.

Through these facilitator led debriefing sessions, participants discover that there are many ways to approach each interaction or challenge and how their actions and responses can influence decisions made relating diversity and inclusion. Participants will become aware of their development areas and discover how with practice and refinement these can be improved and implemented back in the workplace.

BLSC participants will develop the skills to effectively reason and problem solve, consult for more effective outcomes and motivate others to respect each other and promote inclusiveness in the workplace.

## ENROLMENT DETAILS

Duration: 1 day  
Date: TBC

Cost (inc. GST):  
\$1025 – Master Builders Member  
\$685 – Master Builders Member & Incolink Contributor  
\$895 – Non Member/Incolink Contributor  
\$1220 – Non Member

To make a booking please call 9411 8000 or book online at [blsc.com.au](http://blsc.com.au)

