

# aractech

Global Learning for Operational Leaders



LEADERSHIP AND MANAGEMENT

## Effective Diversity Management

### Contact

+31 85 7444446  
info@aractech.com  
<https://aractech.eu>

### Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

# Course content

## Why Attend

### Course Introduction

Leveraging diversity and inclusion is crucial for the success and sustainability of any organization. When individuals feel welcomed, valued, respected, and included, they are more likely to contribute positively to the organization's growth. In essence, diversity drives success.

## Course Methodology

## Course Objectives

## Target Audience

# Course outline

## Detailed course outline

Day-by-day outline for Effective Diversity Management.

### Day 1 - Understanding Diversity

- The drivers of diversity in the workplace
- The major components of diversity
- Types of diversity
- Understanding stereotyping
- Creating a 'speak-up' culture

### Day 2 - Creating an Exclusive Organisation

- Understanding the drivers of inclusion in the workplace
- The business case for inclusion
- The inclusive workplace
- Inclusion and transformational leadership
- Going beyond rhetoric: encouraging inclusion in your workplace

### Day 3 - Mitigating Unconscious Bias

- Types of Bias 1: affinity, ambiguity, confirmation
- Types of Bias 2: attribution, comparison
- Stereotypes and biases
- Understanding yourself: understanding others
- Preventing and dealing with workplace discrimination

# Course outline

## Detailed course outline

Day-by-day outline for Effective Diversity Management.

### Day 4 - Developing your Cultural Intelligence

- The need for Cultural Intelligence (CI)
- Understanding yourself: understanding others
- The seven levels of culture
- Cross-cultural negotiation
- Multi-cultural teams and teamwork

### Day 5 - Diverse Communication and Presenting the Case

- Differences in Communication
- Barriers to cross cultural communication
- Body language – a cultural perspective
- Presenting the case for diversity and inclusion in your workplace
- Personal Action Planning (PAP)

# Seminar dates

## Available seminar dates

Live dates and pricing for Effective Diversity Management generated from the course details page.

| Date                  | Location  | Format    | Fee    |
|-----------------------|-----------|-----------|--------|
| 15 - 19 June 2026     | Munich    | Classroom | €2,415 |
| 20 - 24 July 2026     | Amsterdam | Classroom | €2,975 |
| 3 - 7 August 2026     | London    | Classroom | €2,940 |
| 7 - 11 September 2026 | Istanbul  | Classroom | €1,995 |
| 12 - 16 October 2026  | Vienna    | Classroom | €2,975 |
| 9 - 13 November 2026  | Barcelona | Classroom | €2,695 |
| 14 - 18 December 2026 | Paris     | Classroom | €3,150 |

**Live online option**

Online delivery is available at €1,250.