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lead strategically

Workshop on **Workplace Diversity & Inclusion Skills**

It's never too late to give up your prejudices to work harmoniously and productively.

Whether we like it or not, the research that confirms we tend to like those who are like us (or at least those we think are like us) is extensive. That means we have to actively challenge our biases.

57% of employees think their companies should be more diverse, (Glass door). SHRM found 41% of managers say they are "too busy" to do so. Others don't know how to do it.

Successful diversity training enables employees to become more comfortable with concepts such as unconscious bias at work, stereotypes, and cultural competency. When employees become more familiar with these ideas, they can begin to identify how these concepts show up in real-world situations.

This "Workplace Diversity & Inclusion Training" provides participants with a thorough understanding of their role in creating and promoting a safe and welcoming work environment for colleagues and customers.

The National CPD Committee of ICMA in collaboration with Islamabad Branch Council is organizing a 2-days Workshop on "Workplace Diversity & Inclusion Skills". Details are as under



Learn from the Trained Expert

Mohsin Lodhi is an enterprise trainer and executive development coach. Having forty (40) years of experience in leadership and management, he has hands-on experience in running four successful companies in Pakistan. He won the best performance teacher award three times by teaching three subjects (entrepreneurship, organizational behavior, and professional ethics) during four years of his stay at NUST, Islamabad.

What makes him an ideal trainer forgiving you a unique learning experience are his in-depth knowledge, practical skills, unique background, and extensive experience. Certified by IFC-LPI (World Bank) as a certified trainer and ISEI certified coach on social and emotional intelligence, he delivers the training contents professionally. Mohsin is an advanced competent communicator and a competent leader certified by Toastmasters International (USA).

He has been a certified Franklin Covey Leadership program trainer from Mar 2013 – Jun 2014. He has trained over 22,000 executives during the last eleven years at large multinational corporations, donor organizations, foreign missions, armed forces, and government institutions. Mohsin received his training and education in the US and Europe, including attending INSEAD Social Entrepreneurship Leadership Program in Singapore and the Exceptional Leadership course from Stanford University, USA.

Workshop on Workplace Diversity & Inclusion Skills

Enabling objectives

By the end of this training course participants will be able to:

- Identify their own biases related to diversity and inclusion
- Understand and be able to articulate the difference between diversity and inclusion
- Understand and create a plan for adopting and incorporate diversity and inclusion in the workplace
- Identify situations in which further discussion and planning needs to take place in their own workplaces related to diversity and inclusion
- Create a plan for taking action after completion of the training

Who is this course for?

This course is for employers, senior management and their employees who wish to adopt and foster a rich, diverse and inclusive workplace. It may be presented as part of on-the-job training for new employees or professional development for existing employees. Employers are encouraged to participate in this training as well in order to fully understand the role of a corporation in relation to diversity and inclusion training, awareness, adoption, and action.

How will your organisation benefit?

- A better educated staff
- A bigger talent pool ready for innovation
- More innovative and creative thinking
- Better decision making and problem solving
- Better company image


What will be covered in the workshop?

Outline of Topics & Activities




- **Module One:** Introduction to Diversity & Inclusion
- **Module Two:** Understanding Diversity at a Deeper Level Module Three: Understanding Stereotypes in the Workplace
- **Module Four:** How to Break Down the Barriers to become Diverse and Inclusive
- **Module Five:** Improving Communication Skills in the Workplace
- **Module Six:** How to Improve Non-Verbal Communication Skills in the Workplace
- **Module Seven:** Sensitivity in the Workplace
- **Module Eight:** Discrimination and How to Handle it
- **Module Nine:** Managing Discrimination and Inclusion Complaints
- **Module Ten:** Conclusion and Overview

Delivery methods: Group exploration and discussion led by facilitator. Individual exercises and group exercises. Presentation, questions and answer, practical exercises, case studies, problem solving.

YOUR INVESTMENT

Description	PKR
Members and Students of ICMA	10,000/-
Registration Link: https://bit.ly/3fDRFzh	
	

PROGRAMME DETAILS

DAY & DATE: Friday & Saturday, February 11-12, 2022		
TIMING: From 10:00 am - 5:00 pm	CPD: 14 Hours	
VENUE: Plot No. 16, Sector H-9, Islamabad		

With warm regards

Adil Ameen, FCMA

Chairman
Islamabad Branch Council

Ather Saleem Ch., FCMA

Chairman, CPD Committee
ICMA Pakistan

For registration and information, please contact as follow:

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