

# The Diversity Challenge

## Module #14

### Workshop Contents

The Diversity Challenges covers the following. It can be run as a half day, OR as 2 x 1 hour sessions + a 2 hour workshop.

<p><b>Section 1: Understanding Different Styles</b></p> <p>In this first section In the first section, managers learn an easy to understand model of 4 personality styles – and uncover why they don't gel with some people but can communicate well with others! They also uncover what can frustrate others about their style and vice versa.</p> <p><b>Learning Outcome:</b> Knowing how to adapt your style to others and understand how they see the world differently.</p>	<p>Introductions 10 mins</p> <p>Questionnaire 20 mins</p> <p>Activity &amp; debrief 30 mins</p>
<p><b>Section 2: Talking about my Generation &amp; unconcious biases</b></p> <p>Of the 3 generations currently in the workplace (Gen Y, Gen X and Baby Boomers), there are some key differences in how each group use technology, their expectations around responses from others and HUGE differences in how they were punished or given constructive feedback. This section takes you on a journey to understand your own and others generations. We also talk about unconcious bias and how this may be influencing how you think about diversity.</p> <p><b>Learning Outcome:</b> Understanding the difference in generations and how to work best with each. Identify possible unconcious biases to minimise their impact.</p>	<p>Overview 15 mins</p> <p>Activity and debrief 30 mins</p> <p>Action Plan 15 mins</p>
<p><b>Section 3: She'll be Right Mate (2 hours)</b></p> <p>The third section tackles understanding the key differences in cultures around the world compared to NZ and then focuses on how to overcome the challenges some of these cultural differences can cause in the workplace.</p> <p>This section can be customised to discuss different cultural team make ups and causes many aha moments as managers understand how and why NZ culture is different and how - something you often don't notice if you grow up in one culture.</p> <p><b>Learning Outcome:</b> Having techniques to help cultures work better together.</p>	<p>Goal flow 20 mins</p> <p>Goal setting exercise 30 mins</p> <p>Action Plan 10 mins</p>