



Training – Creating Inclusion



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Brochure

Inclusion is a verb. Too often I come across organisations that have good intentions, but lack the tools to incorporate inclusivity principles at the heart of what they do. Having a D&I-statement on the website is great, but it is not going to do the work.

You have to do the work. Based on my own experience as a queer person of color, I can honestly tell you that the path towards inclusivity starts with one simple question: are you willing to look in the mirror and face what you see? Self-reflection leads to having in-depth conversations. Which could refresh group dynamics. And in turn could lead to a change in culture. With this training you will make the first steps in turning your organisation into a place where talent feels at home.

PROGRAMME

This half-day training includes:

- The 'Why' of Diversity and Inclusion
- Psychology of exclusion
- From discussion to dialogue
- Group dynamics
- Organisational transformation

PURPOSE

After following this training, you will have built up a basic understanding of inclusion and what this principle can mean for your organisation. In addition, you know how exclusion works, and you have the tools to make you and your employees aware of it. You can also have uncomfortable conversations in a constructive way. You will also learn how to use dynamics in groups to grow as a whole. And thanks to insights from organisational theory, you can embed these changes in your organisation at management level.

FOR WHOM

This training is for HR managers, executives, and diversity professionals who want to actively approach inclusion with a multi-layered organisational perspective. Everything I do is tailor-made. In consultation with the client, this training can be given to beginners, intermediates, or advanced. Just where your needs lie.



PRACTICAL INFORMATION

The study load for this training is equal to the duration of the training, namely half a day. No preparation is necessary. Also, there will be no explicit homework afterwards. The training itself is not only an educational experience, but also a powerful intervention.

Study materials do not need to be purchased. If the use of exercises in the form of paper instructions, cards or other working methods is necessary, the trainer will take care of this.

No prior education is required to follow this training.

LOGISTICS

When: On request

Where: In company

For how many people: Between 8 - 12

Costs: €800* per daypart

*Excluding VAT, traveling costs and venue (if applicable)

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