

DIVERSITY & INCLUSION IN THE WORKPLACE

DATE: 14-15 May / 15-16 August / 12-13 November 2024
6-7 March 2025

FEE: RM1,300

DURATION: 2 Days

HRD CORP SCHEME:

HRD Corp Claimable Courses

PROGRAM OVERVIEW

It is the best of times and it is the worst of times.

Best because we are on the verge of a global open society where information may reach a global audience in seconds, and communication across borders is the norm.

Worst because in these times, some groups of people feel threatened by the open access and become reactive and protective of boundaries and spaces – causing situations of separation, inequality and conflict.

Precisely in these times, organizations that want to move forward and grow seamlessly with the flow – need to focus on the benefits of social inclusion, equity and accessibility for all within their sphere of practice. Those who chose to withdraw into protectivism – may end up isolated and irrelevant as the pace of progress increases exponentially.

The session will be highly interactive with individual and group sharing prompted by a facilitative process.

Come, Listen, Share & Explore and be Future Ready.

LEARNING OUTCOMES

Upon completion of this program, participants will be able to:

- Have an enhanced appreciation and understanding of the elements of DEI and how they interact within a group and organisation – and the impact and influence on themselves and others.
- Have deep sharing on these elements in relation to real life situations and applied key processes for deeper reflection and insights.
- Have practised and developed practical methods to get beyond the obvious and appreciate more deeply the differences within a group.

METHODOLOGY

- Expert Facilitation
- Interactive discussions and sharing of real-life issues
- Reflection on experiences
- In-class exercises

WHO SHOULD ATTEND

- Mid/Senior Level Manager
- First Level Manager
- Executive/ Supervisory

FACILITATOR

Patricia Nunis

Patricia has facilitated implementation and creation of an Inclusive workplace coaching leadership teams to review processes and practices in the light of the dynamic global workplace for continued business growth and relevance. Armed with her Sociology & Ethnic Relations degree as well as an MBA in Organisational Development, her skills were widely appreciated, evidenced by her long list of recurring clients ranging from

Shell, Maybank, Inland Revenue Board, Akademi Sains Malaysia, and Maxis Malaysia to name a few. Her ability to transcend barriers and borders gave her the advantage of not only being able to facilitate programs for corporations, but also in social work, counseling at girls homes as well as UNHCR-Malaysian Red Crescent refugee camps.

PROGRAM CONTENT

Module 1

Exploring DEI

- Welcome /Opening Context
- What is DEI from A Business Perspective?
- Sharing videos of Malaysian life

Group Discussion using ORID

Module 2

Insights and Learning

- Sharing of participant cases (lived experience)
- Debrief of cases – Insights at Personal Level
- Stereotypes & Prejudice, Discrimination – sharing of experience and perceptions

Review of the day

Module 3

Managing Perceptions & Responses

- Introducing the Ladder of Inference
- Application to Life and Work Situations
- Insights & Learning

Module 4

Synthesis

- Values Awareness & Alignment
- Iceberg model
- My values

Moving Forward for the Future

PROGRAM SCHEDULE

Day 1

9:00am - 10:30am	:	Module 1
10:30am - 10:45am	:	Coffee Break
10:45am - 1:00pm	:	Module 1 (<i>Continue</i>)
1:00pm - 2:00pm	:	Lunch
2:00pm - 3:30pm	:	Module 2
3:30pm - 3:45pm	:	Coffee Break
3:45pm - 5:30pm	:	Module 2 (<i>Continue</i>)
		End of the day

Day 2

9:00am - 10:30am	:	Module 3
10:30am - 10:45am	:	Coffee Break
10:45am - 1:00pm	:	Module 3 (<i>Continue</i>)
1:00pm - 2:00pm	:	Lunch
2:00pm - 3:30pm	:	Module 4
3:30pm - 3:45pm	:	Coffee Break
3:45pm - 5:30pm	:	Module 4 (<i>Continue</i>)
		End of the day

