

Workplace Diversity and Talent Management



Introduction

Effective management of diversity can lead to improved talent management, as it is easier to attract and retain talent able to benefit businesses. This can solve long-term problems within a business because a diverse workforce thinks differently ensuring that problems are more likely to be recognised and addressed.

Participants will develop the following competencies:

- Develop skills and learn approaches needed to shape an organization-wide diversity and talent management strategy
- Develop leadership skills in order to take ownership of and be role model for an organization-wide diversity and talent management strategy
- Help your team find creative solutions to workplace diversity and talent management

WHO SHOULD ATTEND?

- HR professionals, practitioners and personnel
- Manpower development department personnel
- Senior Managers who want to see the value that diversity and talent management can add to an organization
- Those who need to develop adequate strategic support in tackling diversity and talent management in their organization
- Any one who needs to understand talent management and diversity management processes to successfully support the organization

PROGRAMME OBJECTIVES

- This programme aims to enable participants to achieve the following objectives:
- Understand the importance of talent management for organisations
- Identify global emerging challenges and trends in talent management
- Compare and contrast different countries and their TM practices and challenges
- Explain the drivers for diversity management – The Case for Equality and Diversity
- Identify equality and diversity legislation
- Understand the relevance of leadership for diversity management
- Understand your role and leadership skills needed in implementing diversity
- Understand what and how to monitor
- Extend their understanding of diversity management and the importance of diversity management for successful talent management

TRAINING METHODOLOGY

Workplace Diversity and Talent Management is a highly interactive programme that gives everybody an opportunity to exchange views and learn from each other's experiences. Taking into account the individuals' learning styles and experience, the programme comprises discussions, analysis by the participants, case studies, self-assessment instruments and video films with timely inputs from the Instructor.

A number of methodologies, assessment of theories and up-to-date research will be shared. The aim is to produce pragmatic outcomes at all times, to allow transference back to the individuals workplace – accordingly, participants will be encouraged to form into small groups to look at specific topics in depth as the programme develops.

Delegates will experience a relaxed, friendly and supportive environment – evidence suggests that delegates learn best and remember more in such environments.

PROGRAMME SUMMARY

This programme is designed to offer cutting-edge knowledge of current diversity and talent management challenges and practices. This knowledge is needed in order to design diversity and talent management agendas, which can address current and future talent shortages. Combining talent management with diversity management enables HR practitioners, Talent Management specialist and line Managers to create an inclusive organisation, making attracting and retaining talent easier, which will benefit their businesses.