

**Leveraging Diversity: Getting the most from your team and colleagues**  
*Experiential Learning Series*

**Course Description:**

This course provides insight into how to recognize and maximize the value of diversity within teams and organizations. Participants will improve both personal and professional skills around diversity issues, increase individual and team performance, and create a better organization in which diversity can thrive. This course examines not only race, gender, and age, the common notions of diversity, but other issues such as self, other, and group.

**Course Length:**

1 day with a total of 6 hours of class time, typically 9-12 and 1-4 PM.

**Audience and Size:**

1) Individual contributors through mid-level managers of corporations; 2) High influence employees and opinion leaders; 3) Challenged intact groups. Diversity of enrollees is strongly encouraged. A minimum of 10 participants is required, with a limit of 25.

**Learning Objectives:**

- Appreciate the importance of diversity in organizations
- Understand the complexity and dynamics of a diverse workforce
- Identify your personal prejudice and stereotype based reactions
- Learn how social norms relate to diversity
- Recognize common traps in dealing with diversity
- Practice effective ways of dealing with diversity, benefiting both individuals and organization

**Methodology:**

Each module of the course begins with a brief lecture introducing one or more new concepts. Each short lecture is followed by break-out exercises, typically in groups of two to four, in which the new concepts are applied, and new behaviors are practiced. Each exercise is followed by facilitated group discussions of the experience, personal learning, and its applicability to the workplace.

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## **Course Outline:**

### **I**

- Dual robustness of diversity: it's nature and potential
- Personal differences: identifying, accepting, and respecting it in both self and other
- Effective communication model for diversity dialogue

### **II**

- Prejudice and stereotypes
- Identifying prejudice and stereotyping toward others
- Individuals versus groups in diversity dynamics
- The in-group and the out-group: inclusion and power dynamics

### **III**

- Diversity and power
- Owning your privileges and power
- Working more effectively within a diverse group of colleagues

## **About the Instructor:**

The instructor for this course is a Senior Facilitator at Stanford's Graduate School of Business for the Interpersonal Dynamics and Leadership and Interpersonal Influence courses. She is the co-founder of Dialogue Circles and has over 15 years experience helping individuals and groups improve communication skills in both community and corporate environments. Ms. Hazan has a strong background in and passion for experiential learning. She has a Masters degree in Industrial and Organizational Psychology from San Jose State University.