

TRAINING OBJECTIVES

The training content achieves objectives on all 4 levels of diversity:

On the individual level, the training addresses participants' passions, values, attitudes and behavior, raising awareness and appreciation of their own and others' multifaceted identity.

On the group level, the training highlights the challenges and benefits of diverse group productivity depending on group typology; identifies different behaviour patterns regarding time management, work ethics, work-life balance, conflict resolution.

On the organization level, the training explores the business imperative of the company's workforce diversity policy: highlighting the relationship between workforce diversity, innovation, quality improvement, performance management, customer service and market reach of the business.

On the external environment level, the training gives an historical review of diversity management tools and policies; explores best practices from other organizations; considers diversity in the context of the company's social responsibility policy.

CEJI

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DIVERSITY TRAINING FOR YOUR COMPANY



“CEJI gives your company a double value for money: a professional service and a Corporate Social Responsibility initiative”

Konstanze Carreras, BMW Group's Global Center of Competence for Corporate Social Responsibility

OUR VISION

CEJI inspires, engages, trains and supports change agents to create inclusive environments in which people enjoy their full potential with all their diversity.

Established in 1990, CEJI is a Brussels-based NGO working in the field of diversity education and anti-discrimination advocacy.

Our work affirms the uniqueness of each person's identity, supporting the UN Declaration on Human Rights to protect individuals so that they can reach their fullest potential. We have a diverse staff and wide range of partners working across a variety of diversity.

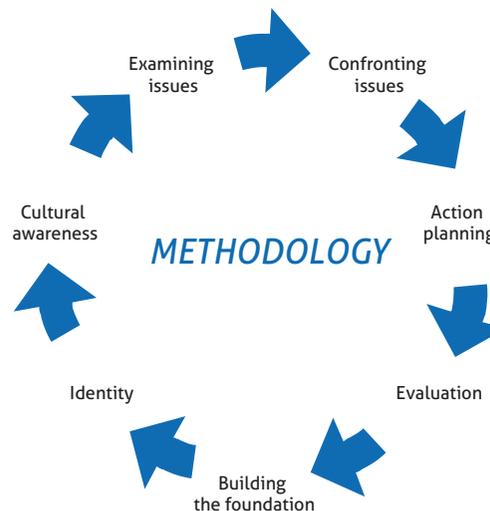
OUR FIELDS OF EXPERTISE

- Inner and outer diversity
- Facilitating personal and social responsibility
- Diversity of beliefs, values and convictions, and how they interact with other aspects of identity
- Gender, sexual orientation and family diversity
- Overcoming bias



WHAT IS UNIQUE ABOUT CEJI'S TRAINING COURSES?

- Our training courses are multidimensional and use an integrated approach to both inner/invisible and outer/visible aspects of diversity.
- Our training courses delve into the complexity of diversity through interactive and participatory methods in order bring about **long-term** attitude and behavioral change.
- Our courses are available in several European languages.
- Our large European network of trainers and partners meet on a regular basis to exchange experience and the latest developments in the field.



WHY DIVERSITY TRAINING?

“Diversity is no longer thought of in terms of law or compliance, 21st century employers see diversity as an issue of merit and merit only”

Prof. Amin and Sharon Harris, Create

1. Diversity is a source of immense economic value. If not managed effectively it may bring an organisation to its knees.
2. Different employee perspectives and contributions enable organisations to reflect their diverse customer base, to better reach diverse product markets, and to meet their customers' needs.
3. Heterogeneous organisations that value diversity have higher-quality group decision-making, greater creativity and innovation, and more organizational flexibility.
4. Through hiring rare and inimitable human resources, and training and developing them with effective diversity policies, firms develop and sustain a competitive advantage.

“...Diversity isn't simply a matter of doing what is fair or good public relations. It is a business imperative”

Wall Street Journal (14 NOVEMBER 2005)