

Advanced Diversity Facilitation Training

**A five day interactive training programme
26th – 30th May 2003 Chalkidiki, Greece**

In response to the diversity challenge of the 21st century

Brought to you by the Equality Foundation & the Sweden 2000 Institute



Register Today: Phone: 01454 625555, Fax: 01454 620560

Email: enquiries@equalityfoundation.com

Online: www.equalityfoundation.com

Introduction

There is a compelling business case for leaders to consider the new set of skills they require to meet the challenges of an increasingly diverse workforce and market. As the business environment becomes more global, organisations also have to cope with changing society values and expectations and unlock the hidden potential that leads to personal and commercial success.

The challenge of achieving improvements in the area of Diversity and Equality is complex for many reasons including:

- Diversity and equality are adaptive changes that simplify policy direction which exercise of authority cannot realise.
- Generating commitment to those changes is not just a matter of finding the most accurate business imperative.
- Identifying real progress needs more than simple headcounts or tallying of activities, we need not just outputs but real outcomes.
- Sustaining the effectiveness of current activities requires the distributive knowledge of the entire organisation rather than just the specialist skills of those with diversity responsibility.

To meet these challenges you will need a broad skill set such as leadership, facilitation and change management. This unique set of skills, attitudes and knowledge is not reflected in traditional management or diversity training methods.

Overall Aim

The overall aim is to improve the framework of understanding and intervention available to effectively sustain diversity progress and excellence.

Objectives

- Increase the depth of understanding of the issues and dynamics of human differences.
- Develop a system for both emotional and intellectual analysis of own effectiveness.
- Develop an understanding and competence for sharing meaning in a diverse group.
- Sharpen competence in how to generate ownership and delivery of sustainable change.
- Develop capacity to continuously improve own capacity.
- Understand and develop competence in a wide range of tools and techniques.

Programme

- Making Meaning of Human Differences
 - Engaging the paradox of diversity.
 - The International challenge.
 - The limits and consequences of social engineering.
- The Consciousness to Facilitate
 - The challenge of being imperfect.
 - Working through sacred hearts.
 - The Authority, the Hero and the Leader.
- Facilitation of Desired Change
 - The challenge of ownership and commitment.
 - The games that people play.
 - Four columns and revelation.
- Tools and Techniques
 - Using balconies and cockroaches.
 - Opening dialogue.
 - Thinking and Doing.
 - Learning Partnerships.
- Reflection & Reconciling
 - Accreditation process.
 - Planning for future challenges.

The five day programme will be facilitated by:

Stephen Peak Head of Commercial Development,
DeMontford University, UK.

Rosanna M Duruthy President, Aequs Group, USA.

Ade Ajadi Managing director / Diversity Consultant, Equality Foundation, UK.

Åsa Helg Managing director / Diversity Consultant, the Sweden 2000 Institute.

Marthe Vakoufari Managing Director / Diversity Consultant,
the Sweden 2000 Institute.

The Venue

Located about one hour from Thessaloniki, in the Chalkidiki region of Northern Greece, the training week will be held at Hotel Porto Carras.

The leisure complex has been thoroughly designed, developed and operated to allow natural beauty and history of the area. The leisure complex contains a variety of bars, many shops, a beauty parlor, mini club, disco night club and heated swimming pools. Moreover the guests can enjoy a great variety of sports facilities including riding school, tennis courts, indoor games and water sports surrounded by lush greenery, rolling hills and private vineyards. For more information about venue www.portocarras.gr.



Programme costs

Attendance at the seminar is Euro 2.800. This covers:

- Attendance at 5 days of workshop.
- All relevant materials.
- 7 nights accommodation in single-room, including breakfast.
- Lunch during training programme.
- An afternoon/evening visit to Thessaloniki.
- Transfer by coach/taxi to and from Thessaloniki airport.

Please note that training programme starts Monday 26th and ends Friday 30th but programme costs cover accommodation from Saturday 24th to Saturday 31st.

Participants are responsible for their own flight and other costs to Thessaloniki.

Equality Foundation Ltd

The Equality Foundation is an Equality and Diversity Consultancy that has been in operation since 1995. Since its inception it has been a major innovator in the field. Its purpose is to “Integrate the essence of equality and diversity into a habitual part of the efforts to achieve excellence in organisations”.

It achieves this through:

- The Framework for Excellence in Equality and Diversity (FEED) which under the name EOQF is the first system for benchmarking Equality and Diversity excellence in the world.
- The training and education in knowledge skill and attitude to sustain effective Equality and Diversity development. Delivered to over 15000 people annually with a 95% satisfaction rate.
- Research and bespoke consultancy work that include videos, open learning packages, leadership reviews and mainstreaming Diversity.
- Publishing Inclusion magazine as a platform for discussing and disseminating Equality and Diversity developments.

Sweden 2000 Institute

The Sweden 2000 Institute is a Diversity consultancy based in Gothenburg, Sweden. The institute was initiated in 1996 with the aim of promoting Diversity Management in the Swedish labour market. Until the year 2000 the institute was owned by a number of private companies and public organisations. Since the year 2001 the Institute is a privately owned company. The Institute assists Swedish companies and organisations in their implementation of Diversity Management strategies. The assignments include the following areas:

- Consulting
- Training
- Development of training programmes
- Strategies / methods / tool development
- Benchmarking
- Project Management – National and International projects
- Authored Diversity Management Guide books, articles and other publications

Over the years the Institute has helped establish an International network of trainers, consultants and best practice organisations in the field of diversity. As well as a Diversity Process Model that has been developed based on the experience and change approach of the Institute. Another approach has been to integrate Diversity Management and Total Quality Management.

Registration

I would like to register for the Advanced Diversity Facilitation training, 26th – 30st May 2003

Four easy ways to register

Telephone +44 (0) 1454 625555 **Fax** +44 (0) 1454 620560

Email enquiries@equalityfoundation.com

Post return to Greece Facilitation Training, Rowan House, Brotherswood Court, Almondsbury

Please photocopy this form for additional participants.

Group bookings – for every FIVE (5) participant registrations at Euro 2,800 you will receive ONE (1) FREE participant registration.

I wish to register _____ participant(s) at Euro 2,800 per participant Total Euro _____

Participant Details (Please print in CAPITAL LETTERS)

Title/First name/Last name: _____

Position: _____

Company/Organisation: _____

Industry/Sector: _____

Address: _____

Postcode: _____ Country: _____

Telephone: _____ Facsimile: _____

Email: _____

Website: _____

Please inform us of any dietary or access requirement that you have.

Method of payment

Payment must be received BEFORE the 25th April 2003 to guarantee your place

Bank transfer. Kindly send us a proof of payment. Reference: Greece03

Sort Code: 55-61-38 Account no: 72004592 Account Name: EFL Ltd

National Westminster Bank Plc, Thornbury Branch, PO Box 1369, 16 the Plain, Thornbury, Bristol, BS99 5HD

Please find cheque enclosed (Please make payable to Equality Foundation Ltd)

I confirm that I have read and agree to the conditions of the cancellation policy.

Signature: _____

Date: _____

Approving Manager: _____

Position: _____

Terms & Conditions

- Registrations are confirmed on receipt of payment
- EFL Ltd reserves the right to postpone events or amend the programme if necessary
- This order form constitutes a non-cancellable binding contract and firm commitment to EFL Ltd
- This contract has been drawn up in writing. Verbal agreements have not been made.

Tick this box if you do not wish to receive future mailings from us.

