

DIVERSITY AND CHANGE MANAGEMENT [MAN001]

*Understanding the importance of Diversity and Change Management in creating a
Conducive Working Environment*

SAQA Unit Standard: 15233

Credits: 3

NQF level: 5

Duration: 2 days

OVERVIEW:

Diversity and Change Management is conscious process of accepting and using certain differences and similarities as a stimulus for growth and development in an organization. Every employee has a key responsibility in transforming their organizational culture so that it respects, reflects and promotes the values of our different and diverse cultures within the context of a multicultural South Africa.

This two-day course will equip delegates to understand the issues of diversity and change and how they can build productive and professional relationships at work. Participants will explore perceptions about diversity and change and by using different tools, techniques and skills understand and experience how issues of diversity if left unresolved and not managed properly can negatively affect employee relations and ultimately affect the workplace adversely.

On completion of this training, will be able to:

- To define elements of Diversity and Diversity Management
- To explain Diversity and Diversity Management in the South African context.
- To identify the barriers for effective Diversity Management
- Develop an understanding of how race, sex and other factors are involved in power-hierarchies arising from ideologies of superiority.
- Demonstrate where and how group identity, stereotyping, discrimination, exclusion and cultural difference affect interpersonal relationships in an organisation.
- To highlight the business imperative of managing Diversity.
- To include employees in mapping a way towards creating an inclusive and values driven culture within the organization.

Participants will receive a workbook (resource file) that can help them to manage Diversity and Change in the workplace pro-actively.

NB. Attendees may request to be assessed at an additional fee. On successful completion of Portfolio of Evidence (PoE), the attendees will receive a Statement of Results from the relevant SETA.