

# Improving Performance Through Inclusion



## DATE

22-24 November 2010 (3 Days)

## LOCATION

Hawkwell House Hotel, Church Way, Iffley Village, Oxford, OX4 4DZ  
[www.hawkwellhouse.co.uk](http://www.hawkwellhouse.co.uk)

## TRAINER

Ian Dodds, Ph.D.

## FEE

NTL Certificate Programme Members £900

Corporate delegates £1050

A discount is available for Non-profit / Public Sector Organisations.

Please send your enquiry to ([info@quality-equality.com](mailto:info@quality-equality.com)).

*Fees exclude accommodation, but there are a range of hotels in the area. A list will be provided with the joining instructions. Please note that VAT will be added to all fees.*

## PROGRAMME OVERVIEW

This workshop is about obtaining big performance gains by making the most of the differences between people. It will examine how people's diversity influences how they see the world through different lenses and the impact this has on their communicating and problem solving styles. You will learn about the hidden and often unrecognised impact of negative micro-messages, the power of small, and consider evidence demonstrating that these are the primary causes of people experiencing exclusion. This results in individual's perspectives, experiences and talents being under-utilised. You will then explore how to get the performance gains that come from using the transformational inclusion drivers to make the most of difference and build an inclusive culture. The workshop will also help you explore your unconscious biases and how these impact on how you relate to and judge others.

## TRAINER OVERVIEW



The workshop leader is Ian Dodds, PhD, who leads a team of over 70 international affiliate consultants working in the fields of capability raising, individual and organisational transformation and diversity and inclusion (D&I). He works with major clients in the public and private sectors including: Allianz, Deutsche Bank, DSG International, Economist Group, Goldman Sachs, IBM, JPMorgan Chase, McDonalds, Philips, Pitney Bowes, Sainsbury's, Wates Group, Cabinet Office, Defra, DWP, Foreign & Commonwealth Office, MoD, NHS, various Borough Councils, e.g. Merton, Allerdale. His work has been in Africa, Asia, Europe, North America and South America. Ian cofounded The FutureWork Institute, which researches into organisations of the future and D&I global best practices.

Previously he headed up the European Diversity Practice of Towers Perrin. He has had membership of: the West Yorkshire Race Relations Board; the advisory management development bodies of INSEAD, London, Manchester and Michigan Business Schools; the Board of the Foundation for Management Education. He has published articles on leadership, diversity and change management and is a certified coach, counsellor and Organisational Behaviour practitioner.

## PROGRAMME CONTENT

This is a workshop for D&I Champions in organisations, D&I Council Members, D&I Employee Network Chairs, Heads of D&I, HR Directors, consultants and anyone who is interested in building performance gains through engaging people and embracing their diversity. It will offer participants the opportunity to work on major D&I issues, challenges and barriers to performance and progression present in their organisations. They will explore the visible and non-visible diversity dimensions that constitute people's layers of diversity and the impact of these on interacting, communicating, problem-solving and innovating. The ways in which diversity plays out in the workplace regarding age, faith, gender identity, physical ability, race and ethnicity, sexual orientation, social class, etc, will be worked through. Microinequities will be considered in detail as a primary cause of under-performance by individuals and groups. The importance of taking a transformational change approach to build an inclusive culture will be examined as well as how to do this. Participants will work on how to apply the transformational inclusion drivers to address the cases they have brought to the workshop. They will also examine how to recognise and minimise the impact of their own unconscious biases on their ability to be an effective agent of change. The overall purpose of the workshop is for participants to learn how they can drive profit generation and efficiency gains in their organisations through the power of inclusion.

### What You Will Learn

Bring a real inclusion change case to address during the workshop.

#### Goals:

- Learn how to recognise and understand the hidden dimensions that prevent individuals, groups and organisations harness the power of inclusion;
- Learn methods for diagnosing and building inclusion and minimising exclusion;
- Learn strategies for embedding inclusion throughout organisations to deliver the business gains this offers;
- Reflect on one's own unconscious biases and how they may impact your work with, and judgements of, others.

### Who Should Attend

- Senior individuals with D&I accountabilities
- Internal / External Consultants
- Facilitators
- Trainers

### Prerequisite

Experienced participants are invited who have previously are open to exploring their own diversity journey, the real issues that prevent inclusion, learn conceptually and experientially, and are willing to experiment or try things out.

## PROGRAMME INFORMATION & REGISTRATION CONTACT

If you are interested in attending or would like further information on the workshop please contact:

Quality & Equality Ltd

01865 744618

[info@quality-equality.com](mailto:info@quality-equality.com)

