

DIVERSITY MANAGEMENT

This training will provide the learner with knowledge, skills, attitudes and values to demonstrate an understanding of diversity among people, have an appreciation of the role and positive impact of such diversity and how best to manage a diverse workforce in South Africa.

UNIT STANDARD ALIGNED

PSETA ACCREDITED

OUTCOMES BASED

TARGET:

Business Leaders, Managers or any individual who is interested in understanding the facets of diversity and how to manage it.

| Unit Standard Name | Unit Standard ID | NQF Level | Credits | List of Specific Outcomes |
|-----------------------------------|------------------|-----------|---------|---|
| Manage diversity in the workplace | 116928 | 5 | 14 | <ul style="list-style-type: none"> Recognise diversity, stereotyping and phobias relating to diversity Understand in which ways various individuals and groups are, or have been negatively disadvantaged due to discrimination Discuss how society and communities react to diversity Promote equality among different people by embracing difference Comprehend cultural and other differences among people Relate diversity directly to the South African context Refer to the South African Constitution and Bill of Human Rights in relation to diversity and discrimination Discuss diversity in terms of the history of the country Relate Employment Equity (EE) to diversity <p>Explain various concepts and principles relating to Organisational Transformation and Change Management</p> |
| Contact Facilitations Days | 3 Days | | | |

DIVERSITY MANAGEMENT

PROGRAMME OUTCOMES:

- Demonstrate why managing diversity is important in the South African workplace,
- Understand racism, sexism and other "isms" as a product of a common history
- Explain how discrimination and prejudice are experienced by all South Africans as part of their daily life
- Actively promote a culture of equality between people of different races, classes, sexual preference and gender, and
- List the solutions that may be available for people to overcome problems experiences with group identity, stereotyping, discrimination, exclusion and other cultural

Training Dates

Individuals:

Contact us for public courses training dates

Groups/Organisations:

Flexible (select your own preferred dates)

Training Locations

Gauteng, Limpopo, Mpumalanga and North West

Fee

R5 500 per learner

Includes: Registration, tuitions, study material and meals.

Contact us:



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Learning Unit One

Importance of Diversity Management in the South African Workplace

- An Analysis is presented of the trends and gaps relating to organisational practice in the Gauteng government service in terms of managing race, gender and disability, as examples of diversity
- A written assessment is made for the benefits to the Public service of effective diversity management.

Learning Unit Two

Develop an understanding of how race, sex, education, position and other factors are involved in power-hierarchies arising from ideologies of superiority

- An accurate description is presented of the learner's own identity
- The theory underlying discrimination and prejudice is explained in writing using examples

Learning Unit Three

A presentation is made showing the extent and methods of entrenchment of ideologies of superiority in South African history

- The factors related to ideologies and how they affect Public service are audited and identified in a written report
- Trends and gaps in positive and supporting workplace relationship are identified and discussed using authentic workplace scenarios and case studies.

Learning Unit Four

Actively promote a culture of integration of diverse team members to add value to the performance of the team

- Diversity in the learner's own team is analysed.
- Possible solutions to problems in the team are devised
- A presentation is made of how diversity can be used to enhance a team's performance



