



Training Seminars & Conferences

An Intensive 5-Day Training Seminar On

# Workplace Diversity and Talent Management

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27 - 31 Jul 2020, Amsterdam



 View Details

[www.euromatech.com](http://www.euromatech.com)

An ISO 9001:2015  
and ISO 29990:2010  
Certified Company

# Workplace Diversity and Talent Management

## INTRODUCTION

Effective management of diversity can lead to improved talent management, as it is easier to attract and retain talent to benefit businesses. This can solve long-term problems within a business because a diverse workforce thinks differently, ensuring that problems are more likely to be recognised and addressed.

**Participants will develop the following competencies:**

- Develop skills and learn approaches needed to shape an organization-wide diversity and talent management strategy
- Develop leadership skills in order to take ownership of and be role model for an organization-wide diversity and talent management strategy
- Help your team find creative solutions to workplace diversity and talent management

## WHO SHOULD ATTEND?

- HR professionals, practitioners and personnel
- Manpower development department personnel
- Senior Managers who want to see the value that diversity and talent management can add to an organization
- Those who need to develop adequate strategic support in tackling diversity and talent management in their organization
- Anyone who needs to understand talent management and diversity management processes to successfully support the organization

## PROGRAMME OBJECTIVES

**This Workplace Diversity and Talent Management training course aims to enable participants to achieve the following objectives:**

- Understand the importance of talent management for organisations
- Identify global emerging challenges and trends in talent management
- Compare and contrast different countries and their TM practices and challenges

- Explain the drivers for diversity management – The Case for Equality and Diversity
- Identify equality and diversity legislation
- Understand the relevance of leadership for diversity management
- Understand your role and leadership skills needed in implementing diversity
- Understand what and how to monitor
- Extend their understanding of diversity management and the importance of diversity management for successful talent management

## TRAINING METHODOLOGY

Workplace Diversity and Talent Management is a highly interactive training course that gives everybody an opportunity to exchange views and learn from each other's experiences. Taking into account the individuals' learning styles and experience, this EuroMaTech training course comprises discussions, analysis by the participants, case studies, self-assessment instruments and video films with timely inputs from the Instructor.

A number of methodologies, assessment of theories and up-to-date research will be shared. The aim is to produce pragmatic outcomes at all times, to allow transference back to the individuals workplace – accordingly, participants will be encouraged to form into small groups to look at specific topics in depth as the training develops.

Delegates will experience a relaxed, friendly and supportive environment – evidence suggests that delegates learn best and remember more in such environments.

## PROGRAMME SUMMARY

This Workplace Diversity and Talent Management training course is designed to offer cutting-edge knowledge of current diversity and talent management challenges and practices. This knowledge is needed in order to design diversity and talent management agendas, which can address current and future talent shortages. Combining talent management with diversity management enables HR practitioners, Talent Management specialist and line Managers to create an inclusive organisation, making attracting and retaining talent easier, which will benefit their businesses.



*Employee Assistance Certification Commission (EACC), an autonomous credentialing body established by EAPA to maintain and administer all aspects of the CEAP® program, has approved this course for 25 professional Development Hours (PDHs).*

The use of this logo is not an endorsement by EAPA of the quality of the course. It means that this course has met the EAPA's criteria to the pre-approved for CEAP® certification or recertification PDHs.

# PROGRAM OUTLINE

## DAY 01

### Introduction to Workplace Diversity and Talent Management

- Introduction and objectives
- How is workplace diversity relevant for talent management?
- Brief introduction: The talent management concept
- What is diversity? What is diversity management?
- Drivers for diversity management using external recognition and image
- Case study: How to assess your level of diversity and links to talent management

## DAY 02

### Workplace Diversity

- Understanding unconscious bias that causes problems in diversity
- Description of diversity management change processes
- Steps toward diversity as a resource
- Diversity management implementation principles
- Diversity audit – a self-assessment tool for companies
- Voluntary initiatives by companies
- How to network on diversity management?

## DAY 03

### Leadership for Workplace Diversity

- Workplace diversity: a leadership challenge?
- Leadership skills required for workplace diversity
- How to be a good leader in a diverse workplace
- Appreciating and promoting Diversity
- Your role as a leader for workplace diversity

## DAY 04

### How to Win the War for Talent?

- Is Talent a Priority in your organisation?
- Where did talent management come from?
- Drivers for talent management?
- Emerging trends in talent management
- How to win the war for talent?

## DAY 05

### Highlights on Talent Management and How to Integrate Talent Management and Diversity

- Identify equality and diversity legislation around the world
- Understand the relevance of leadership for diversity management
- Highlights on Talent Management
- Recommendations for talent management
- How to integrate talent management and diversity?
- Action planning and programme review

## IN-HOUSE TRAINING

EuroMaTech is capable of conducting this training programme exclusively for your delegates. Please e-mail us on [inhouse@euromatech.ae](mailto:inhouse@euromatech.ae) for further information and/or to receive a comprehensive proposal.



*This activity has been pre-approved by the Human Resources Certification Institute (HRCI). Participants attending this training session are entitled to receive:*  
**25 General Recertification Credit Hours**

*The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*

## QUALITY CERTIFICATIONS & ACCREDITATIONS

EuroMaTech is proud to be associated with the following accreditation bodies:



*The PMI® Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.*

# Workplace Diversity and Talent Management

✓	Date	Venue	Fee(\$)
	27 - 31 Jul 2020	Amsterdam	US\$5,950

*This fee is inclusive of instruction materials, documentation, lunch, coffee/tea breaks & snack. All Fees are subject to 5% Value Added Tax (VAT).\**

## Your Details

Name (Mr/Ms):.....  
Position:..... Organisation:.....  
Address:.....  
.....  
City / Country: .....  
Telephone / Fax: .....

## Mode Of Payment

- Please find enclosed a cheque made payable to EuroMaTech  
 Please invoice me  
 Please invoice my company as follows:

Contact Name: .....  
Company Name: .....  
Address:.....

### Documentation

High Quality material has been prepared by the Seminar Leader for distribution to delegates. In addition, a special note pad to facilitate note taking will be provided.

### Certificates

A Certificate of Completion will be issued to those who attend & successfully complete the programme.

### Schedule

Our Course timings commences at 08:30 and concludes at 14:00, followed by lunch on a daily basis.

### Hotel Accommodation

EuroMaTech has negotiated special rates for a limited number of rooms in the hotel. Early registration will help to secure a room at the reduced rate.

### Registration & Payment

Please complete the registration form on this page & return it to us indicating your preferred mode of payment. For Further Information, Contact Your Nearest EuroMaTech Office.

### Cancellation Policy

Request for seminar cancellation must be made in writing & received at EuroMaTech three weeks prior to the seminar date. A U.S.\$250/- processing fee will be charged per delegate for each cancellation. Thereafter, we regret that we are unable to refund any fees due, although in such cases we would be happy to welcome a colleague who would substitute for you.

### Disclaimer

EuroMaTech reserves the right to alter the content, location of the Seminar, or the identity of the speakers in case of events beyond our control.

**\*VAT Announcement:** The Government of UAE have introduced Value Added Tax (VAT) on goods and services from 01-January-2018. In compliance with the legislation issued by the UAE Government, we will be applying a 5% VAT on the fees for all our programs and services offered from January 2018 as applicable and stipulated in the FTA circulars.

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**EuroMaTech**

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