



## Diversity and inclusion

**Creating an environment where everyone can give their best.**

Diverse and inclusive companies drive innovative results. Yet, for each individual to bring their authentic self forward, they must feel a sense of belonging. This is what we call an "inclusive culture". This course shows you what you can do as an individual to drive inclusion in your team and organization, resulting in greater engagement and creativity in the workplace.

**COMPETENCE<sup>+</sup>**

 **RELEVANCE**  
A SCHOUTEN & NELISSEN COMPANY



## Results

- Your colleagues feel included and respected as valuable team members
- Your colleagues feel engaged and capable of offering their best performance
- Your colleagues contribute to maintaining an inclusive culture in the team

## Competences

In this training you will be working on the following competence(s):

- Conversational skills
- Flexibility/adaptability
- Listening
- People-oriented leadership

Everyone benefits when we can all bring our best ideas to the table. We may not always be aware of how our actions influence the people around us. This course provides the self-reflection and awareness you need to become a force for inclusivity. It welcomes all individual performers, managers and leaders who are ready to create a more inclusive workplace.

## Participants

The maximum group size for the training course is 12 participants.

## Course description

### What will you learn

Just as no two individuals are alike, no two teams or organizations are alike either. That means there's no such thing as a one-size-fits-all solution to achieving an inclusive culture. Yet certain universal principles will benefit you, no matter which specific diversity-related challenges your team or organization are facing.

After giving you an in-depth understanding of the fundamentals of diversity and inclusion, this course includes inspiration sessions, assignments and challenges to put your diversity knowledge, cultural awareness and inclusive behavior into practice. You'll gain the knowledge and awareness that you need to drive behavior change for yourself and those around you.

## Program path





Some of the topics covered in this course include knowing what diversity and inclusion are, and why they are important, understanding how diversity influences and benefits your organization, and learning to enhance employee engagement through greater inclusivity. You will also delve into the neuroscience behind unconscious bias, confront your own personal biases and understand their impact, and learn how to take specific steps towards inclusive leadership. Additionally, the course will cover creating a psychologically safe working environment and developing your own action plan for achieving sustainable inclusivity at work.

### Training method

The Core program is a blended learning journey that forms the foundation for your skills. Relevant for professionals who are new to a skill and are ready for an in-depth learning experience. It is a 11-week program where you will receive ongoing support by a facilitator. During the 11 weeks you will get 1 day of group training, virtual peer coaching and online learning sessions.

### Accreditation

Relevance Learning has been awarded as a gold accredited learning provider by LPI (Learning and Performance Institute). This badge is received for its commitment to high quality process improvement in the provision of learning, development and training services to clients.

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### Certificate

On completion of the training course and subject to attendance and active participation, Relevance Learning will award a certificate. Our certificates are highly regarded in the business community.

### Duration

### Training Days

The Core program is a blended learning journey (in partnership with CrossKnowledge) that forms the foundation for your skills. Relevant for professionals who are new to a skill and are ready for an in-depth learning experience. It is a 11-week program where you will receive ongoing support by a facilitator. During the 11 weeks you will get 1 day of group training, virtual peer coaching and online learning sessions.





### Face to face training set-up:

- Week 1 Welcome Kick-off session and 360 effect scan
- Week 2 Online Learning
- Week 3 Online Learning
- Week 4 Online Learning
- Week 5 Face-to-face training from 9:30 AM to 5:30 PM
- Week 6 Online Learning
- Week 7 Virtual Peer coaching
- Week 8 Online Learning
- Week 9 Online Learning
- Week 10 360 Effect Scan
- Week 11 Online toolkit, certificate and evaluation

### Virtual training set-up:

- Week 1 Welcome Kick-off session and 360 effect scan
- Week 2 Online Learning
- Week 3 Online Learning
- Week 4 Virtual facilitator led training 1/2 day
- Week 5 Online Learning
- Week 6 Virtual facilitator led training 1/2 day
- Week 7 Online Learning
- Week 8 Virtual Peer coaching
- Week 9 Online Learning
- Week 10 360 Effect Scan
- Week 11 Online toolkit, certificate and evaluation

## Investment

### Training course

The price of the training course is € 1.500,00 (excl. 21% VAT).

Do you pay the invoice yourself? Then you automatically get a beneficial advantage. No 21% VAT will be charged. The price will then be € 1.500,00.

### Facility costs

The price for the use of the accommodation, coffee/tea and an extensive lunch buffet is € 95,00 (excl. VAT). You obviously do not pay any facility costs if you choose the online course in the 'virtual class'.

### Payment method

You or your organization will receive a digital invoice from Competence Training Institute – a Schouten & Nelissen company, which can be paid via bank transfer. Or use the payment link in the email for an internet or credit card payment (Mastercard or Visa). Please ensure that payment is made within 30 days of the invoice date and at the latest before the first day of class.

## Terms & Conditions

Our current terms and conditions are displayed at [www.competence.org/terms-conditions](http://www.competence.org/terms-conditions).

## Current start and registration dates

You can register for this training course at [www.competence.org/CPDI](http://www.competence.org/CPDI). For questions or help with registration contact [info@competence.org](mailto:info@competence.org) or call + 31 (0)418 682 938.



## Additional information

### Reserve your place

You can book an optional seat in the training you prefer. This will be valid for two weeks. This assures you of participation even if you cannot decide now. Book your option on our website or call + 31 (0)418 682 938.

### Incompany

Do you wish to do this training course together with colleagues? We also provide incompany training courses. We can develop training programs specially tailored to your organization's needs. For more information on tailor-made and in-house programs: Call + 31 (0)418 682 938 and book a telephone consultation.

### Free consultation

Unsure whether this training program fits your learning needs? Our program advisors will be pleased to support you in making the right choice. You can call them on + 31 (0)418 682 938 on working days between 8.00 AM and 5.30 PM.

## About Competence & SUAS

### Your talent is the focus

SUAS and our international brand Competence are committed to talent. Whether it is your talent or that of your team or organization, we develop talent by means of training, coaching and consultancy. This way we can contribute to your personal success and the success of your organization.

### Continuous learning

Our approach goes beyond classical training. Your learning is optimized by continuously working to achieve your own learning goals.

### The best training, from the best trainers

At Competence & SUAS you are trained by the best trainers. Professionals, trained in behavioral science and with broad experience in group-dynamic processes. Our trainers develop your awareness of your own abilities and help you to develop new skills and behaviors. Their style is down-to-earth and direct, with a strong focus on practical applications. They are also always abreast of and utilize the latest insights in their field.

### Choose for quality

Competence & SUAS stand for quality and permanent, positive results - since 1980. This has led to various recognitions and accreditations: Such as CEDEO, ISO 9001, ISO 27001 and NVAO. We are also a member of several industry associations such as NRTO.

### Training programs throughout Europe

Competence & SUAS offer you training at more than 30 locations in Europe. Our locations have been selected on the basis of accessibility and quality. And, as many of our training courses start on a weekly or monthly basis, you can start working on your personal development immediately! Start dates and locations can be found on our website [www.competence.org](http://www.competence.org). Please contact us if the location or date that you want is not listed. We will schedule extra



training programs in response to sufficient need.

## Contact

Competence

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## Planned events

Datum	Plaats
05-12-2024	VIRTUAL CLASS

Do you wish to register or if you would like more information about the start dates? Call +31 (0)418 682 938.

Version: 22-10-2024