

Diversity in the Collaborative Organization

LEVERAGING THE POWER OF DIFFERENCE

For today's leaders, significant social and economic forces are challenging the way we lead and manage organizations and communities. The diversity among your constituents, staff and Board could serve as a powerful resource for being more creative, dynamic and highly functioning – if only you knew how to leverage the power of difference.

This workshop is a follow up to our Facilitative Leadership workshop and a companion to diversity awareness-building work you have already done. It offers you an opportunity to create plans for change at the organizational level.

Benefits for Participants

During this workshop, you will develop:

- Your ability to leverage diversity by using tools, skills, and methodologies that can be modeled and learned by others

- A deepened awareness of how your own thinking, experiences, and beliefs can either hinder or contribute to your success
- Practical skills and frameworks to increase your cultural competence
- Usable models and tools to assess your organization and to create an action plan
- A draft “case” stating how leveraging difference could benefit your organization
- A network of colleagues who are engaged in diversity initiatives
- An action plan for personal development and organizational change.

Benefits to your Organization

Your organization will benefit from a collaborative, systematic approach to assessment, visioning, and planning for change. Organizations that are committed to leveraging diversity will tap into the richness of multiple viewpoints, create supportive learning-centered work environments, and ultimately multiply their capacity to achieve their mission.

Core Leadership Frameworks and Tools

- Dimensions of Diversity
- Cultural Competence
- Dynamics of Interpersonal Interactions
- Emotional Intelligence
- Interpersonal Communication Skills
- Power, Privilege, and Acting as an Ally
- Collaborative Leaders as Change Agents

Diversity Change Management Framework and Tools

- Tools for Organizational Assessment
- Tools for Envisioning the Future
- Tools for Collaborative Planning