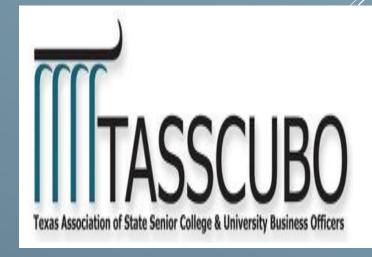
TASSCUBO

2016 Winter Conference Staff Development Training

Bridging the Divide: Understanding General Diversity in the Workplace





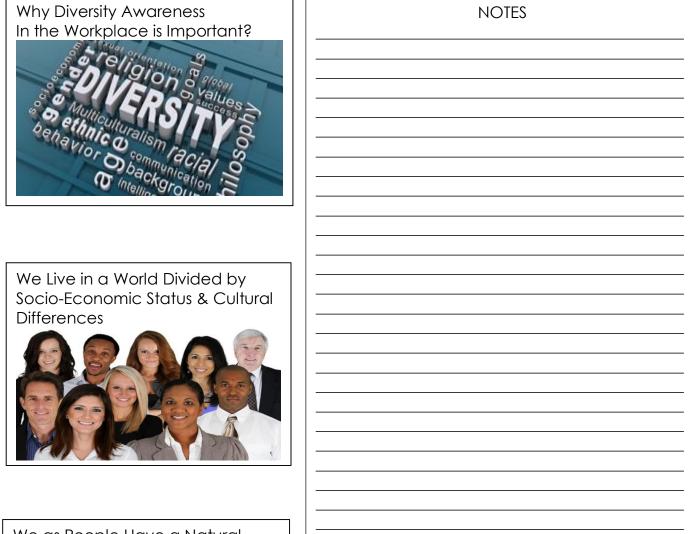
Training provided by



DeWayne Owens dewayneowens.org

TASSCUBO CONFERENCE STAFF TRAINING OBJECTIVES

- To increase our awareness when it comes to understanding the essence of workplace diversity.
- Why it is important to uncover our own assumptions and how they can negatively impact our workplace environment.
- What are some solutions that can be employed to create a culture of respect and professionalism in order to fulfill business objectives.





www.dewayneowens.org

THE PROBLEM:

We consciously and or unconsciously develop assumptions from learned experiences that carry over into the workplace.

THE ANTIDOTE:

We can learn to overcome our cultural assumptions and develop educational and workforce milieus that establish a united culture of respect.

THE TEAM CONCEPT:

Employing Professionalism Despite Differences NBA Champions Chicago Bulls



3-Peat Champions 1991-1993

3-Peat Champions 1996-1998

 _

NOTES

WARNING ASSUMPTIONS A H E A D

ASSUMPTIONS

Definition - a thing that is accepted as true or as certain to happen, without proof.

Synonyms For Assumptions

Prejudice – An unreasonable feeling or opinion formed beforehand whether favorable or unfavorable, regarding a racial, religious or national group etc.

Stereotype – An oversimplified opinion, conception or belief regarding a person, group, event or issue that lacks any individuality.

NOTES

www.dewayneowens.org

How Do Assumptions Develop?

- Family
- Friends
- Socio-economic class
- Schools
- Geographical sectors
- Media
- Etc.

The Negative Impact of Our Assumptions in the Workplace



How Can We Identify Our Assumptions?



NOTES

www.dewayneowens.org

Instructions

Complete the diversity assumptions worksheet. The first column contains various dimensions of diversity. For each dimension, the second column asks you to identify the assumptions held by the general public about people with this characteristic. Use the third column to determine how each assumption might limit team members' ability to effectively interact with each other. Finally, answer the questions for discussion.

Diversity Assumption Worksheet

Dimension of Diversity	Assumption That Might Be Made	Impact on Team Members' Interactions
Age	Example: You can't teach an old dog new tricks. Older people are closed to change and resistant to new ideas.	Example: Team members may be hesitant to introduce new ideas to older people. May perceive that new ideas will be rejected by older people
Personal Habits (People who smoke)		
Educational Background (People with a college education)		
Geographic Location (People from rural areas)		

Creating a Culture of Mutual Respect

Change Begins With You



Apply The Golden Rule Attitude Approach

Managers have a talk with your team regarding this subject to assess perceptions and suggestions.



NOTES

With Awareness, Communication, & Commitment You Can Create a Dynamic Diversified Workplace Team

-	
	NOTES
	NOIE2
ı	

About Your Trainer

DeWayne Owens is a nationally sought-out Motivational Speaker, Trainer, Consultant, and Best-Selling Author. He is the Founder and President of Maximum Motivation Training Systems and serves as the Official Chaplain of the

Zig Ziglar Legacy Certification Program.



DeWayne's mission is to teach up and coming leaders how to incorporate positive internal leadership characteristics in order to effectively lead others. DeWayne's speaking programs focus on educating, informing, and equipping leaders and workforce personnel with the tools, wisdom and motivation to maximize their productivity in the work place.

Today, DeWayne spreads his messages nationally to corporations, workforces, associations, colleges, high schools, at-risk youth, prisons and churches. His messages have reached hundreds of thousands of people and he definitely wants to make sure that his message reaches you!

To Book DeWayne for your next upcoming event contact:

The Texas Speakers Bureau

www.TexasSpeakersBureau.com

Contact: Braylyn Yancey

Phone: 877-882-5368

Email: Staff@TexasSpeakersBureau.com