

Delivering on Diversity

Our Vision

At PRIMEXL we aim to be the partner of choice in the creation of better organisations and better lives.

Our Values

We value:

- **Meaningful relationships**
- **Premium quality services**
- **Innovation** – we are always looking for ways to add more value to our clients
- **Accountability for our performance**

For more information about our suite of solutions, please contact:

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Diversity by Design:

Introducing the PRIMEXL 'INCLUDES' Programme

Managing diversity successfully requires a whole of organisation approach. It should be part of a wider culture which values human differences and continuous learning:

These values are reflected as follows:

- I Identify a senior management champion to establish an equity and diversity vision, develop a Code of Practice, drive the change process and review performance.
- N Needs analysis to review equity and diversity practices, including recruitment policies and career path planning, and to highlight gaps in the staffing profile
- C Communication campaign to lift awareness, explain benefits and expose the impact of stereotyping, prejudice and discrimination
- L Leadership roles, accountabilities and targets for all managers and supervisors directly linked to the 'Code of Practice'
- U Unveil a suite of training and support programmes and rollout a campaign to eliminate stereotypes and treat people with dignity and respect
- D Detailed reports of progress and success stories are published in newsletters and other media
- E Explore new and better ways of capitalising on everyone's unique background and skills, including partnership with appropriate external agencies
- S Support and embed diversity practices with a wide range of action plans led by all operational and functional managers

Diverse talents, equal opportunity, shared destiny.

The business case for diversity is as overwhelming as the ethical justification for equity. A well developed culture based on ethical values and investment in human capital underpins an organisation's most valuable asset: the sustainability of its reputation.

By drawing on all of the talent in its own communities, an organisation connects more directly with its stakeholders, demonstrates its commitment to social responsibility and increases its capacity for innovation and continuing success.

Diversity Management

Despite good intentions, many organisations experience difficulty in delivering on their attempts to recruit and retain minorities and other under-represented groups. Failure is often the result of a taking an ad hoc approach to diversity management, which many employees perceive to be tokenism and a passing fad outside the mainstream of their everyday priorities and responsibilities.

Moving beyond a compliance mindset

The PRIMEXL 'INCLUDES' program is a one-day workshop which introduces participants to an integrated culture change approach to the management of diversity. Following the workshop, client organisations will have the option of undertaking a continuing culture change process in collaboration with PRIMEXL.

Programme Schedule

9:00–10:30	Introduction–What are the sources of diversity? Overview and discussion of the 'INCLUDES' program Group activity: Case Study highlighting critical issues
10:30–10:45	Morning coffee
10:45–12:30	Presentation of Jane Elliott's 'Brown Eyes/Blue Eyes' video. Group activity: Discussion of critical incidents involving work place stereotypes, discrimination and prejudice (drawing on personal experience)
12:30–13:30	Lunch
13:30–15:15	Who are the target groups in our organisation? Group activity: Initial discussion of the deep impact that stereotyping, discrimination and prejudice has on individual feelings and motivation. Groups will then prepare and participate in role plays around issues confronting a selected target group such as Aboriginal and Torres Strait Islanders, other ethnic minorities, women, people with disabilities, mature-aged people, school-leavers, GenY etc
1515–1530	Afternoon tea
1530–1645	Group activity: Identify support strategies for one target group including training, help with life skills, flexible job design, role models, mentors, involvement of external agencies, incentives to create a work ethic, building self-esteem etc. Prepare an Action Plan based on the format indicated in the hand-out
1645–1700	Summary. The next step?

One Day Workshop

Includes workbook and examples customised to meet the needs of your organisation.

Investment: Up to 15 participants \$2250 (incl GST)