



DreamQuest CT Ltd

24451 Lakeshore Blvd. Suite 310
Cleveland, Ohio 44123-1238
216-373-6836 Toll Free: 800-381-0562
cge@DreamQuestCT.com

*The future belongs to those who believe
in the beauty of their dreams.*

BUILDING BRIDGES TO UNDERSTANDING

DESCRIPTION:

As Jack MacAllister, Chairman of U.S. West said, *"The world in which we live is far too competitive to pass up available resources. You'll not win races for long, firing only half of the cylinders in your engine. In my opinion, the only way to be competitive is to use all of the talent you can muster, no matter how it is packaged."*

Within the workplace, organizations have a responsibility to make the changes necessary to enhance working relationships, demonstrate a commitment to valuing diversity, and foster inclusion of all people. At the same time, organizations are made up of people and the organization cannot change unless the people within it become aware and make appropriate changes. For this reason, much of this workshop is intended to help you with your own personal journey to self-awareness.

OBJECTIVES:

You will be able to:

- Define and describe the process of valuing diversity.
- Identify some of the visible and invisible ways in which people differ.
- Recognize that diversity affects, and is affected by, each individual.
- Understand you are NOT alone in your perceptions of differences. Everyone has biases and prejudices.
- Explore and recognize your own personal biases and stereotypes.
- Identify the factors that influence how you perceive others.
- Describe an ideal situation that demonstrates valuing diversity in the workplace.
- Identify specific strategies/next steps which contribute to realization of the ideal workplace.
- Commit yourself to a personal action plan.

KEY TOPICS:

- Module 1.** Introduction and definition of Diversity
- Module 2.** The Discovering Diversity Profile
- Module 3.** Understanding Diversity
- Module 4.** Perceptions
- Module 5.** Moving Toward Valuing Differences

YOUR FACILITATOR:

Charles Eduardos is an experienced corporate coach, trainer and facilitator who has worked with organizations (profit and non-profit) to support them in identifying and tackling their challenges. Charles is an attentive listener, who gives a different perspective to perceived barriers.

Charles is an excellent communicator who has a great sense of humor and the ability to get his message across with clarity. He has the natural ability to recognize the talents and abilities in people and help them see their gifts and use them. He has a strong understanding both of business principles and human behavior. His diverse background, deep knowledge and experience of the coaching process make him a powerful agent of change.