

## **Navigating The Modern Workforce - Diversity, Culture, Generations**

### **2 day**

In this course, students will learn how to capitalize on the strengths of your diverse team while directing and guiding them to even greater achievements.

### *Learning Objectives*

After completing this course, students will know how to:

- Learn to lead in a world of diversity
- Engage and empower our multi-generational workforce
- Leverage culture as the new strategic differentiator
- Develop your path to leadership success

## **COURSE OUTLINE**

### **1 - A COMPLEX WORLD OF DIVERSITY**

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- Working in Fluid Dynamic Environments
- Understanding the New Transient Workforce
- Addressing the Need for a New Type of Leadership
- Leading with Authenticity
- Developing Required Skills and Competencies
- Decentralizing Power

### **2 - MAKING DIFFERENCE YOUR STRATEGIC ADVANTAGE**

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- Engaging in the 21st Century
- Measuring Engagement and Taking Advantage of High Engagement
- Overcoming Challenges to Employee Engagement
- Embracing Difference and Bridging Boundaries
- Developing Cultural Intelligence and Responding Effectively to Cultural Differences
- Applying SCARF to Direct Behavior

### **3 - LEVERAGING CHANGE AS THE NEW NORMAL**

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- Understanding and Applying Emotional Intelligence
- Motivating Others
- Key Areas of Interest - Behavioral and Cognitive, Psychodynamic and Humanistic, and Personality Types
- Developing Your Leadership Psychological Toolkit
- Identifying Drivers – Desires and Expectations
- The Impact of an Environment of Trust
- Meeting the Needs of the Social Brain
- Promoting Involvement

## 4 - CREATING LEADERS FOR THE FUTURE

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- Facing the Challenges of a Modern Leader
- Avoiding Cultural Pitfalls
- Creating a Common Culture for All
- Leading Fluid Teams
- Seeking Diverse Perspectives
- Soliciting Feedback
- Utilizing Various Leadership Styles – Storytelling, Adaptive, and Connective
- Building a Sustainable Vision, Developing a Path, and Creating a Passion for Excellence