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| <b>Course No. and Title</b>                | <b>11. BEST STRATEGIES FOR HIRING &amp; RETAINING A DIVERSE WORKFORCE</b>  |   |
| <b>Best For</b>                            | Leaders, managers and supervisors in all industries and all professions willing to learn the best strategies to hire and retain the most talented diverse workforce.   |   |
| <b>Description</b>                         | In today's market, the most competitive organizations are those that make a conscious effort to attract, hire and retain a qualified diverse workforce that reflects their clients and suppliers. Unfortunately, while organizations may have good intentions of diversifying their workforce, the challenge of hiring and retaining diverse talents is immense and oftentimes renders their efforts unsuccessful. What role does the lack of understanding of cultures play in the process? In what circumstances does the organization screens the applicant out, and in which cases do applicants decide the organization is not the right place for them to work and therefore screen the organization out? Participants will learn through specific case studies: 1) what gets on the way of hiring talented diverse employees; 2) how to develop culturally sensitive interviewing skills, and 3) how to create a work environment that is conducive to the inclusion of various cultures. |   |
| <b>Location</b>                            | This program is offered <b>IN-HOUSE</b> at client's location of choice or as a <b>SEMINAR</b> .  |   |
| <b>Participants</b>                        | Maximum: 20 participants   |   |
| <b>Options Duration and Cost</b>           | <b>COURSE OPTIONS and DURATION</b>   |   |
|  | <u>Option 1.</u> Minimum 2 Hours   | \$300/hour  |
|  | <u>Option 2.</u> Multiple one-hour sessions or extended period - same location - same Ante Meridiem or same Post Meridiem. Minimum 2 sessions.   | \$275/hour  |
|  | <u>Option 3.</u> 1-6 hours for out-of-town assignment (100 + miles one way)  | \$1,500   |
| <b>Expenses</b>                            | 1. Travel/Mileage  | \$30 per round trip or \$.55 per mile, whichever is greater |
|  | 2. Out-of-town Assignment  | Air & ground transportation + lodging + meals.              |
|  | 3. Training Material   | Materials: \$1- \$1.50 per participant (if applicable)      |
|  | 4. Additional Participants   | \$30 per participant above the maximum of 30                |
| <b>Take Away</b>                           | 1. A certificate of completion. This course may count for continuing education units.<br>2. Important information beneficial for you professionally, but also for your company<br>3. A wonderful networking opportunity.   |   |
| <b>Continuing Education Units</b>          | Many organizations accept our certificate in conjunction with our detailed course description and objectives (issued separately) to fulfill their yearly continuing education units (CEUs) requirements. Check with your organization for details.   |   |
| <b>What People Say About This Workshop</b> | <i>I thought I new how to carefully sort and interview my candidates. I am ashamed to say that for many years I misread many of them.</i><br><span style="float: right;"><i>Seminar attendee.</i></span>   |   |
| <b>Just a reminder!</b>                    | <i>We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings different hopes, different dreams.</i><br><span style="float: right;"><i>Jimmy Carter.</i></span>   |   |