

DIVERSITY TRAINING
FOR TODAY'S WORKFORCE



SPRING INSTITUTE
FOR INTERCULTURAL LEARNING

Bridging Cultures • Building Futures

DIVERSITY TRAINING FOR TODAY'S WORKFORCE

BUSINESS IN THE 21ST CENTURY

business

In almost every aspect of today's business world, diversity is a reality. From our workforce to our customer base, we increasingly experience differences in culture and ethnicity, as well as gender, age and socioeconomic background. Smart companies and organizations create an inclusive workplace where individual differences are seen as valuable assets. What's more, they understand that treating all people with dignity and respect is fiscally responsible, as well as socially responsible.

FROM OUR WORKFORCE TO OUR CUSTOMER BASE, WE INCREASINGLY EXPERIENCE DIFFERENCES IN CULTURE AND ETHNICITY, AS WELL AS GENDER, AGE AND SOCIOECONOMIC BACKGROUND.

experience

OUR EXPERIENCE IS YOUR ADVANTAGE

When it comes to dealing with people and their differing work styles and behaviors, there's nothing more critical than experience. Because the Spring Institute's own workplace is very diverse, every member of our staff has to practice the skills we teach on a daily basis.

What's more, the Spring Institute has developed and taught diversity programs with great success for over 15 years. From large corporations to small businesses, international and domestic, our client roster is lengthy. Please call us if you'd like to talk with one of our many satisfied clients.

get ready

GET READY FOR THE NEW FACE OF BUSINESS

The Census Bureau predicts that between 2000 and 2020, the number of Hispanics, African Americans, Asians, and Native Americans in the U.S. will grow by 42 million. And this statistic only addresses the diversity issue of ethnicity. Is your company ready to include employees who look and act differently from each other and hold diverse sets of values?

CALL THE SPRING INSTITUTE AT (303) 863-0188

to learn how we can help ensure your success in moving forward with diversity.

praise

HIGHLY RECOMMENDED

At the Spring Institute, we believe our clients are our best references. Here's what past clients, all from Fortune 500 companies, had to say about their experiences during our Diversity Training program.

"WELL STRUCTURED AND PRESENTED... EVERYONE WAS INVOLVED... GREAT MATERIAL."

"VERY PRACTICAL; LIVE EXAMPLES GRAPHICALLY REPRESENT THE IMPORTANCE OF THIS INITIATIVE TO THE SUCCESS OF OUR BUSINESS."

"AVOIDED PREACHING... LET US MAKE THE DECISIONS/REALIZATIONS... VERY POSITIVE, NON-POLITICAL DEFINITION OF DIVERSITY... QUALITY FACILITATION."

"DIVERSITY TRAINING WITHOUT PREACHING! EXCELLENT FORMAT TO SHOWCASE DIFFERENCES, AND WHY THEY ARE IMPORTANT FOR OUR COMPANY'S SUCCESS."

"ACTIVE INVOLVEMENT, THOUGHTFUL INSIGHTS AND ILLUSTRATIVE STORIES WHICH MADE ME 'FEEL' THE MESSAGE. REAL CHALLENGES AND TOOLS TO TAKE BACK TO THE WORKPLACE AND HOME."

"GOOD PRESENTATIONS AND STYLE BY SPEAKERS— KEPT US ENGAGED."

THE NEW JOB QUALIFICATION

From healthcare to manufacturing to high technology, managers everywhere must be prepared to work successfully with people who may look and act differently than they do.

At the Spring Institute, our Diversity Program helps CEOs, human resources directors, managers and entire companies to:

- Recognize the broad definition of diversity
- Enhance interpersonal skills needed for the new workforce
- Welcome into and retain new employees in existing work cultures
- Overcome personnel turnover
- Reposition themselves as employers of choice
- Improve the bottom-line

CUSTOMIZED PROGRAM, POWERFUL RESULTS

THROUGH ACTIVE-LEARNING EXERCISES, PARTICIPANTS MASTER PRACTICAL DIVERSITY SKILLS, INCLUDING:

Increased cultural awareness
Our trainers help you to define diversity, to appreciate differences, to identify and dispel stereotypes, and to understand the concept of inclusion.

Better communication
By learning how to successfully communicate with individuals holding different values, we guide you in creating a positive work environment that encourages all workers to excel.

Conflict resolution
Through role-playing, you learn to manage difficult diversity issues and project-related misunderstandings.

Benchmarking
We help you determine where your organization is in relationship to "Diversity Best Practices."