MERCURY

Diversity in the Workplace

28 February – 4 March 2027
Sharm El-Sheikh (Egypt)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 121258_1079452 **Date:** 28 February – 4 March 2027 **Location:** Sharm El-Sheikh (Egypt) **Fees:** 4500 Euro

Introduction

Diversity in the workplace enhances creativity, innovation, and organizational performance. This course explores strategies to foster an inclusive environment where all employees feel valued. Participants will learn to recognize and address unconscious bias, promote equity, and leverage diverse perspectives for better decision-making. The program highlights practical approaches to improve collaboration, communication, and cultural competence. Attendees will gain insights into legal and ethical considerations related to workplace diversity. Participants will implement effective diversity strategies in their organizations.

Targeted Groups

This Diversity in the Workplace course targets professionals seeking specialized knowledge and skills:

- HR managers and team leaders
- Diversity and inclusion officers
- Mid-level managers aiming to improve team dynamics
- Professionals involved in recruitment and talent management
- Employees seeking to enhance intercultural communication
- Organizational development consultants

Course Objectives

Participants will achieve the following objectives by the end of Diversity in the Workplace:

- Understand core principles of workplace diversity
- Identify unconscious biases and their impact
- Develop inclusive leadership skills
- Promote equity and fairness in teams
- Improve intercultural communication
- Implement effective diversity policies
- Foster collaboration among diverse groups
- Enhance organizational culture and employee engagement
- Apply strategies to retain diverse talent

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Targeted Competencies

Participants will gain the following competencies during the program:

- Awareness of cultural differences in professional settings
- Skills to manage and lead diverse teams
- Techniques to reduce workplace bias
- Ability to implement inclusion initiatives
- Effective conflict resolution in diverse environments
- Communication skills across multicultural teams
- Understanding of legal and ethical diversity requirements
- Strategic planning for diversity and inclusion initiatives

Studying Scenarios

In this training, participants will develop their skills through the analysis of the following scenarios:

- Handling cultural misunderstandings in project teams
- Addressing bias in hiring and promotion decisions
- Implementing diversity programs in multinational organizations
- Resolving conflicts stemming from different work styles
- Enhancing communication among multicultural teams
- Promoting equity in performance evaluations
- Leading initiatives for employee engagement and inclusion

Course Content

Unit 1: Introduction to Workplace Diversity

- Define diversity, inclusion, and equity
- Explore the benefits of a diverse workforce
- Examine diversity trends in global organizations
- Understand organizational culture impacts
- Identify common challenges in diverse workplaces
- Recognize unconscious bias in decision-making

Unit 2: Understanding Bias and Inclusion

- Identify types of workplace bias
- Explore strategies to reduce bias
- Assess personal attitudes and behaviors
- Learn inclusive leadership principles
- Promote fairness in team interactions
- Develop awareness of cultural sensitivity

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Unit 3: Communication and Collaboration

- Enhance cross-cultural communication skills
- Address language and cultural barriers
- Improve team collaboration among diverse groups
- Resolve conflicts effectively
- Build trust in multicultural teams
- Apply active listening and empathy techniques

Unit 4: Diversity Policies and Legal Considerations

- Understand anti-discrimination laws
- Implement diversity and inclusion policies
- Monitor compliance with ethical standards
- Evaluate the diversity program effectiveness
- Manage challenges in policy implementation
- Promote equitable recruitment and retention practices

Unit 5: Strategic Diversity Management

- Align diversity with organizational goals
- Foster an inclusive workplace culture
- Develop strategies for talent retention
- Measure diversity impact on performance
- Create initiatives for continuous improvement
- Lead organizational change for inclusion

Final Insights & Key Takeaways

Diversity strengthens innovation and organizational success. Implementing inclusive strategies ensures equitable and collaborative workplaces.