

Adding Value Through Diversity

GoSkills online course syllabus

Skill level

Beginner

Lessons

15

Accredited by

Verified by GoSkills

Pre-requisites

No prior experience needed

Video duration

53m

Estimated study time

53m 43s

Instructor

Amber Vanderburg

Introduction

1 Diversity in the modern workplace

In today's modern workplace diversity is not just a box to check, it's a priority because of the value it adds to organizations.

Diversity Foundations

2 Primary and secondary diversity

Diversity is more than just our visible differences.

3 Understanding the value of diversity

The value of diversity comes in more than checking boxes and meeting basic standards.

Types of Diversity

4 Global mindset diversity

It's not uncommon for a person to work with a team in 5 other time zones and 9 other countries, all within a day's work.

5 Season of life diversity

People lean on personal experiences and knowledge when solving problems, and each new phase of life comes with different sets of challenges and obstacles.

6 Educational diversity

Creating teams with educational diversity leads to new ways of strategizing and problem solving.

- 7 Personality diversity**
Having diverse personalities on your team adds value to problem solving, leadership, and overall team dynamics.
- 8 Neurodiversity**
Variations in mental function within a team can unlock innovation, creativity, and productivity.
- 9 Generational diversity**
With each generation comes new norms in communication, methods of engagement, and skill sets.
- 10 Political diversity**
Although it's generally not discussed in professional environments, there's no doubt that political diversity impacts how your teams engage and problem solve.

Establishing Diversity in Your Workplace

- 11 Collecting diversity data**
You can use data about diversity and inclusion to build a more vibrant, more dynamic environment for ideas and employees to thrive.
- 12 Establishing fair referral programs**
Referrals are one of the most recommended ways of recruiting a high-quality candidate -- but they can be inherently biased.
- 13 Diversifying your candidate pool**
Expanding a network takes time, but it's an effective way to source candidates.
- 14 Interviewing with diversity in mind**
You don't have to wait until you have already hired a person to begin a discussion about diversity.

Conclusion

- 15 Now build that diverse team!**
Thanks for watching this course!

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