Goskills

Adding Value Through Diversity

GoSkills online course syllabus

Skill level
Beginner

Lessons
15

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!

Go to GoSkills.com