



SPORTSREADY
EDUCATION & EMPLOYMENT

PROFESSIONAL CERTIFICATE

HIGH PERFORMANCE THROUGH *diversity*



PROGRAM *overview*

Leading organisations understand that healthy, diverse cultures go beyond fairness and positive reputation. Diversity – done well – quite simply drives competitive advantage. Creating an environment where people from a broad range of backgrounds can thrive is shown to improve business outcomes, staff wellbeing and loyalty.

- 10 Week facilitated and interactive online course
- Evidenced-based, high level content delivered in a flexible manner
- Suitable for groups of 12 to 36 participants from across one organisation
- Focus is on why and how diversity of thinking leads to high performance
- Designed to have a positive immediate impact on workplace culture and performance

Participants will discuss how to go beyond 'ticking boxes', and create authentic, diversity-driven cultures. Storytelling and case studies distil the science into simple, practical solutions for driving performance through diversity, while group conversations and story shares promote insights that get to the heart of why diversity programs succeed or fail.

Activities challenge participants to consider a range of perspectives, promoting emotional awareness that is proven to enhance collective performance, wellbeing and retention. Through this work, they uncover the collective benefits and personal incentives for driving diversity, as they build an understanding of how to tailor conditions that enable all individuals to thrive. Participants will leave the course with a roadmap for navigating diversity at work, equipped with a toolkit for the nuances at play within their organisation.

COURSE OUTLINE

The Professional Certificate (High Performance through Diversity) course is run over 10 weeks incorporating 4 key modules. Participants are able to login and participate in online discussions and activities at their convenience each 2-week period.

This makes the course ideal for organisations wanting a range of staff from different areas to participate together without adversely impacting on their work schedule.

MODULE 1 THE EVIDENCE

Explore diversity as a cornerstone of high performance and team chemistry. Personal insights introduce the importance of narrative and why the story needs to change. Group discussions examine research and identify drivers of leading practice.

MODULE 3 THE BARRIERS

Dive into the sabotages that inhibit diversity of thinking and limit optimal performance, from the boardroom to the basketball court.

Learn to identify sabotages that undermine diversity efforts and explore research that highlights the impact of subversion on individual and collective performance.

WHAT IS THE COST?

Fees are for a group from the one organisation with the course being run specifically for that business:

- Up to 12 participants \$9,000 + GST
- Up to 24 participants \$16,000 + GST
- Up to 36 participants \$21,000 + GST

CHELSEA ROFFEY COURSE FACILITATOR

Chelsea Roffey is a speaker, author, researcher and Winston Churchill Fellow who has travelled the globe examining the barriers and opportunities of diversity.

For more background, visit chelsearoffey.com.au.

MODULE 2 GENDER CASE STUDIES

Take a closer look at gender, from the perspective of minorities in non-traditional roles. Real life case studies form the basis for questioning perception versus reality, and fleshing out the concept of artificial barriers, which can inhibit performance.

MODULE 4 STRATEGY DEVELOPMENT

Examine diversity in action, before accessing a toolkit for designing your own context-specific strategies. Participants formulate a roadmap for navigating diversity through effective, personalised actions that promote performance in themselves and others. This roadmap is tailored to the realities and benefits facing individual course participants.

CONTACT US MATTHEW SCHOLES

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