

# Diversity Conference on Robben Island: 28 February – 2 March 2013



We focus on all kinds of diversity:

Culture, gender, generations, personality, sub-cultures and even corporate culture.

## Developing organizational Diversity Intelligence.



Gustav Gous



Lenora Billings-Harris



Billy Selekane



Jitske Kramer

### *How to implement Diversity Interventions in organizations: The latest research and implementation plans.*

HR- and Diversity Practitioners are invited.

*International specialist speakers from South Africa, the USA and The Netherlands.*

Participant sleep for two nights on the Island (28<sup>th</sup> and the 1<sup>st</sup>).  
Arrive in Cape Town: Evening of 27 Feb 2013.

28 Feb : Depart 08:00 from Nelson Mandela Gateway. Island tour  
Gustav Gous: *How to design Diversity Intelligence Interventions: The Toolbox Method.*

1 March: Kathi Tarantal: *Expatriate orientation programmes*

Billy Selekane: *Best practices: Diversity Programmes in RSA Companies*

Lenora Billings Harris: *Inclusion Programmes: USA Best practices*

2 March: Jitske Kramer: *Eight Guidelines to create inclusive cultures*

Depart 16:00 to arrive 17:00 in Cape Town Harbour.



Kathi Tarantal

Accommodation available in single, double or communal cells: Costing on participation form

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## Programme Content:

Jitske Kramer



### How to create inclusiveness in organizations: 8 Guidelines.

In this session Jitske Kramer shows you how a 'Diversity and Inclusion' programme can add value to your organization. Diversity is about numbers and percentages. Inclusion is about values, behavior and working culture. Both won't happen by itself. We will explore the 3 why's of diversity and the '8 guidelines to create inclusiveness'. These guidelines give an overview which behaviors lead to inclusiveness, and also provide you with interventions that will help to build a diverse and inclusive workforce: Interventions in the fields of recruitment challenges, the diversity pipeline and how to stimulate inclusive behaviors on leadership level.



One very important inclusive behavior, is the ability to talk about our commonalities and differences. During this session you will be offered a unique opportunity to understand and feel how rhythm is a foundation of human interaction. With these insights it will be easier to tune into others and to create meeting spaces in which people can truly connect. We will explore our rhythm worlds, using the cultural model of *Richard Lewis*. This will deepen your understanding of cross-cultural challenges instantly. We will also look at how to make the decision making process in your team and organization more inclusive. We believe that this session will give you enough insights and practical tools to serve as a roadmap for your ongoing journey to create a world safe for diversity.

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### Programme Content:

Gustav Gous



### How to design & implement Diversity Intelligence interventions in organizations: The Toolbox method: The 6 ways to relate: War to Score and Adore

In this session Gustav Gous will equip you to design your own diversity intelligence interventions in companies, NGO's, organizations. It is all about the 3 A's: Attitude (the prevailing attitudes that must be instilled before any intervention will work), Ability (what are the unique abilities needed to successfully deal with any diversity you are confronted with), and Action (how to use practical tools on a daily basis in work context and in your personal life).

The focus will be both on dealing with inner diversity in the organization, and on dealing with external clients or service providers. The session is based on the examples of successful programmes and long term interventions implemented for national and international companies, inside South Africa and in other countries (especially in the Middle East).

The Toolbox consists of all the tools ('intelligences'!) needed to deal with cultural, gender, personality, generational, sub-cultural, etc, diversities you encounter in people working with you in the organization. These interventions can help companies to leverage on unity and diversity: To really become "Unity-in-Diversity" companies that can enjoy and employ diversity to achieve organizational goals.



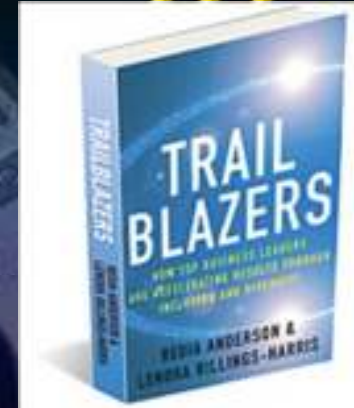
Gustav Gous

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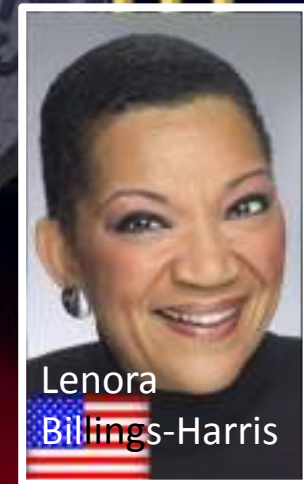
Programme Content:

Lenora Billings-Harris



### How Trailblazing Top Business Leaders are Accelerating Results through Inclusion and Diversity: Real life case studies.

Lenora Billings-Harris will uncover the critical strategies current CEO's are using to achieve measurable results. She will focus on CEO Commitment, CDO (Chief Diversity Officer) Competencies, Making Learning and Development Effective, Engaging Middle Managers, and Metrics as used by organizations including IBM, Dell, Sodexo, American Airlines, Ford Motor Company, The Coca-Cola Company and others. You will leave this session with clear, specific strategies and tactics that can help make your organization's diversity and inclusion plan world class and sustainable long-term.



**Learning Objectives:** Attendees will be able to: - identify the personal competencies needed to be gain CEO and middle management buy-in to diversity initiatives; - identify D&I components and metrics that make D&I work long term; - tailor the best practices to work in their current organizational climate; will explore tactics and strategies to go beyond meet, greet and eat diversity functions to experience business related results .

Attendees will leave this session with a tested roadmap to guide them in making D&I a world class business strategy.

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## Programme Content: Kathi Tarantal

### How to design and implement Expat orientation programmes.

In this session Kathi Tarantal will share best practices on how to design and implement expat orientation programmes. The focus will be both on programmes for incoming expats, and outgoing programmes. The focus is not be on the practical side of housing, moving, work permits, etc., although it will indicate how to work together with companies rendering such service. The focus will be on the intra-psychological issues on how to orientate expats (and their families) mentally to be able to render productive work in the new environment .

The session will also focus on a number of psychometric and other tools available that can be used to design a successful expat orientation programme. Full emphasis will also be given to 'culture shock' and how to prevent it. Kathi will also share best practices on how to include local specialists in expat orientation programmes to give industry specific advice and cultural overviews.



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## Programme Content: Billy Selekane

### **Best practices: Diversity Programmes in RSA Companies and African context: The successes and failures.**

In this session Billy Selekane, will give an overview of the types of Diversity programmes available in the market place , and why some fail miserably and others achieve success. He will specifically focus on the success stories (and the failings) in different industries, such as the financial industry, the mining industry (that got a lot of bad press lately), the manufacturing sector and other industries. He will also focus on how to run successful diversity programmes in African context: “The African Way”, and share the methodology to design successful programmes.

The focus would also be on the diversity of staff: On how to implement successful BEE strategies, and the pitfall people must avoid. The further focus would be on how to create a united team (comprising of a diverse workforce), with the ability to serve and deal with diverse clients and service providers.



Billy Selekane

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