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David is helping companies to increase productivity through diversity

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Diversity Workplace Challenges

Taking full advantage of the benefits of diversity in the workplace is not without its challenges. Some of those challenges include,

- Communication - Perceptual, cultural and language barriers need to be overcome for diversity programs to succeed. Ineffective communication of key objectives results in confusion, lack of teamwork, and low morale.
- Resistance to change - There are always employees who will refuse to accept the fact that the social and cultural makeup of their workplace is changing. The "we've always done it this way" mentality silences new ideas and inhibits progress.
- Implementation of diversity policies in the workplace - This can be the overriding challenge to all diversity advocates. Armed with the results of employee assessments and research data, they must build and implement a customized strategy to maximize the effects of diversity in the workplace for their particular organization.
- Successful Management of Diversity in the Workplace - Diversity training alone is not sufficient for your organization's diversity management plan. A strategy must be created and implemented to create a culture of diversity that permeates every department and function of the organization.

Recommended steps that have been proven successful in world-class organizations are:

- Assessment of diversity in the workplace - Top companies make assessing and evaluating their diversity process an integral part of their management systems. Customized employee satisfaction survey can accomplish this assessment for your company efficiently and conveniently. It can help your management team determine which challenges and obstacles to diversity are present in your workplace and which policies need to be added or eliminated. Reassessment can then determine the success of your diversity in the workplace plan implementation.
- Development of diversity in the workplace plan - The plan must be comprehensive, attainable and measurable. An organization must decide what changes need to be made and a timeline for that change to be attained.
- Implementation of diversity in the workplace plan The personal commitment of executive and managerial teams is a must. Leaders and managers within organizations must incorporate diversity policies into every aspect of the organization's function and purpose. Attitudes toward diversity originate at the top and filter downward. Management cooperation and participation is required to create a culture conducive to the success of your organization's plan.
- Ward off change resistance with inclusion. - Involve every employee possible in formulating and executing diversity initiatives in your workplace.
- Foster an attitude of openness in your organization. - Encourage employees to express their ideas and opinions and attribute a sense of equal value to all.
- Promote diversity in leadership positions. - This practice provides visibility and realizes the benefits of diversity in the workplace.
- Utilize diversity training. - Use it as a tool to shape your diversity policy.
- Launch a customizable employee satisfaction survey that provides comprehensive reporting. - Use the results to build and implement successful diversity in the workplace policies.

As the economy becomes increasingly global, our workforce becomes increasingly diverse. Organizational success and competitiveness will depend on the ability to manage diversity in the workplace effectively. Evaluate your organization's diversity policies and plan for the future, starting today. For further information or suggestions please contact

info@davidmclauren.com

Diversity tips, trends and take aways

Benefits of workplace diversity:

- Increased Innovation
- Improved service to clients
- Competitive management practices
- Modelling what we promote
- Avoid conflicts-stay out of discrimination based legal action
- Enhance problem-solving efficiency
- Build a globally competitive workforce

About David McLaren, Ph.D.

David is a diversity specialist who speaks five languages. He brings a wealth of education and expertise to businesses and brilliantly helps companies increase their profits and productivity through diversity.

A highly sought-after keynote speaker, facilitator, and expert on diversity, inclusion, and multi-cultural issues, David consistently energizes, educates, and empowers his audiences.

Call today to book him for your next conference! **888.897.4224**

Helping you maximize diversity through connector,

David

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Quote of the Month

"...until our work place reflects our diversity, our businesses are not working to their full potential"

HR Magazine



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