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Services to Organisations

Diversity Hub delivers training for a wide range of business, public service and voluntary sector organisations and community groups. We offer a needs analysis session prior to designing specific training programmes for organisations.

Below we have detailed a limited selection of our programmes but we are also happy to deliver bespoke training contracts to institutions, organisations, groups and in neighbourhoods. For more information on the Diversity Hub's workshops and training contact 0116-222-9972 or email info@diversityhub.org.uk

Performance Management

We can't make people change, but we can inspire them to want to change themselves. We can also re-inspire and up-skill managers so they can get the best from the people in their team and their team members can all contribute their talents and skills.

Coaching and Mentoring for Diversity Champions

Diversity Champions and Equal Opportunities Managers have many different titles. However, no matter what they get called - they are all working to the same end: ensuring diversity works for the organisation. Coaching and mentoring helps them get clarity about what needs to happen and what their role in that is, take courage, face potentially tough issues and be effective.

Conflict Resolution and Mediation in the Workplace

Not only do presenting issues get addressed, all parties are respected and valued in the process – thus creating greater understanding between all parties and clarity about what is going wrong. Self-esteem is enhanced as participants understanding of themselves and others grows, leading to less sick leave, enhanced and effective productivity, and more fulsome contributions to the team and wider organisation.

Getting Buy-In From Top Management for Diversity

Often it's the top management who write, or are responsible for, the diversity policies in their organisation. However, the top managers often, for many reasons, struggle with full buy-in. Assisting them have increased clarity about the benefits to the organisation and its bottom line ensures they to have the confidence and competence to become champions for diversity.

Institutional Change

It's one thing to write a diversity policy. It's quite another to get that policy translated into an organisation-wide practice that wins over the hearts and minds of everyone within the institution and external clients. Institutional Change training and coaching helps participants work out how their individual initiative can be effective in changing their institution, helps them to stay focused and meet their own targets.

Taking Leadership

Many of the people with leadership potential may already be taking leadership - but not necessarily within your organisation - where you need it. Sometimes people need encouragement and may feel the need for permission to take full leadership within their sphere of influence. A combination of skill development and confidence boosting can turn the situation around and benefit your organisation.

Team Building

Teams get stuck on tough issues that have the potential to stop them pulling together and even to divide them. The result is that everyone suffers personally, creativity is stifled, communication becomes insular and output declines. Team building is an investment in the team, the department and the whole organisation. Staff can be fully welcomed, their voices heard and creativity encouraged; people get the chance to move on from difficult issues; work plans are owned by the whole team; and vital understanding is created across difference between staff and of the value placed on the different roles within the team.

Working with Difficult People

Too often we come up against people we find difficult to work with or to handle. Training and coaching to understand our own feelings and reactions in this kind of situation is at least as important as being able to understand what is going on for the difficult person. Skills to change others are as vital as being able to change ourselves.

Working in Multi-Cultural Teams

Multi cultural teams can be an organisations biggest asset - so long as the people in the team feel they are as welcomed and valued as others. The absence of respect can mean team members leave their best skills and insights at the door because they mistakenly think they would not be welcomed. Celebrating difference is an approach and skill that enhances the team and the whole organisation.

This is a selection of what we do. If you do not see the training you need listed here - contact us and ask us about it.

Prevent Extremism

People turn to extremism when they feel at their most powerless and because it appears to address some of their unmet needs. Providing opportunities for them to express their issues and concerns, and to be listened to, is a powerful contradiction to hopelessness. Our approach also provides awareness and skills that give the impetus for young people to engage with mainstream civic life and politics.

Anger Management

This training assists young people to understand what makes them angry and what their triggers are and to channel their anger into good communication skills and change their behaviour.

Violence Prevention

Alternatives to violence techniques are taught so young people can understand domestic violence, sexual abuse, harassment and violence. On a Safer Schools initiative in Leicester the young people were also taught skills in how to make interventions safely and how to stay safe themselves. Training on violence prevention delivers cohorts of community leaders ready to take courageous stands whilst keeping it safe for themselves and their families.