

# THE WRIGHT ASSOCIATES

---

*"World Class services to meet your unique local needs!"*

## **Guiding Principles of Human Resources & Diversity Training**

The *key principles* for all of our human resources trainings on microinequities, gender, race, generational, customer service and other topics are:

- **Respect is Given**
- **Asset Based Approach**
- **Inclusion of all Stakeholders**
- **Listening and Communicating for Understanding**
- **Equity in Decision-making**
- **Integrity and Ethics**

Using these principles no matter what issue present themselves these are the fundamental touch stones for good leadership.

## **Human Resources & Diversity Modules**

Based on the client's objectives for training the following topics can be adapted for the audience and time allowed. Each of the sessions is based upon the guiding principles above.

### **Gender & Generational Dynamics**

Session is designed to help participants understand the unique characteristics of gender, transgender, and the 4 generation groups to improve their working relationships.

### **Diversity and Microinequities**

Designed to help participants appreciate mosaic of colleagues and customers, and recognize and address inequities in the work environment. Training is designed to increase productivity, reduce lost time and resources due to lack of appreciation for diversity and equity.

### **Human Assets: Understanding Yourself - Understanding Others**

Use Native American Medicine Wheel tool to describe 4 types of personalities. Each personality has assets and areas for development. The blend of these personalities helps the participant to better understand themselves, colleagues, customers, acquaintances and family.

### **Developing High Functioning Teams**

Designed to increase team work concepts through exercises to identify our personal role, and role as a team member. Tips to handle roles, meeting objectives, conflicts, celebration, and recalibration.

### **Leadership – Up, Down & In-between**

Session is designed to help participants build on their leadership assets, while become more effective leaders to their management, those that report to them, and with peers.

### **Leadership – Inside & Out**

Session is designed to help participants leverage their leadership skills in the workplace and in the community. Relationship building, networking and community involvement benefits the organization and the skills in the workplace can benefit the community.