



# Diversity

## **PARADIGM:**

Diversity is defined in many ways.

The importance of Diversity is to eliminate exclusivity for any group in the workplace. Diversity must focus on similarities and differences. Diversity itself does not create a competitive advantage, but can drive organizational change leading to competitive advantage.

## **PARADIGM SHIFT:**

Paradigm Group Consultants believe that Diversity goes beyond race and gender.

Diversity is about recognizing and affirming all differences. We help organizations identify and eradicate Diversity barriers to prepare them for the future. We believe the time is now for leaders, managers, and employees to acknowledge each other's skills and competencies through effective communication. When the consciousness of leadership is raised, corporate cultures will change. The potential payoffs are enormous. Paradigm Group Consultants effectively develop systems that allow people to regain faith in the workplace and see a surge in productivity.

## **THE DIVERSITY PLAN:**

Paradigm Group Consultants will train, consult, and facilitate Diversity processes that allow people to see each other with fully open eyes and talk to each other without fear by providing such tools as:

- Understanding and valuing differences
- Dominant/subordinate membership
- Effective communication/feedback
- Establishing a set of values organizational practices, and individual behaviors
- Equipping your employee pool with tools and resources to effectively lead the organization.
- and resources to effectively lead the organization
- Working through stereotypes
- Culture change process
- Managing diversity efforts to strategic goals and objectives
- Conflict management

## **THE RESULT:**

Competitive Opportunity means learning to capitalize on Diversity.

**Our process will increase productivity, customer and employee satisfaction, and competitiveness in the marketplace.**

## **Your Catalyst for Change**

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