Navigating Intercultural Complexities for Middle Managers

Who should attend:
Middle managers with minimum 6 months of experience leading and managing teams.
Experience working in multi-cultural environments in any sector.
A growth mindset and an eagerness to understand how cultural values impacts behaviour and how to create inclusive teams.

Individual benefits:
- Identify potential barriers to inclusion on your team and design customized solutions to create a more inclusive workplace
- Learn how to amplify diverse voices on your team and improve team performance
- Widen your worldview and become culturally agile to create richer solutions, and maximize productivity, innovation and creativity

Organizational benefits:
- Develop your management talent to become inclusive leaders and achieve the organization’s goals of being diverse, equitable and inclusive
- Unlock individual potential, enhance the collective power of teams and develop your organization’s ability to innovate and grow

Program themes:

Intercultural Competency
Develop an awareness of how culture influences your own values and preferences for behavioural norms and intercultural communication.

Uncover the impact that a good understanding of intercultural values, contexts, and communication styles can have on your leadership style and approach to managing diverse teams

Leveraging Diversity and Countering Unconscious Bias
Cultivate a growth mindset around diversity and inclusion, exploring strategies for embracing and navigating differences in teams.

Explore the dynamics of leveraging the diversity of teams as a leader, through the lens of unconscious bias

Barriers to Inclusion
Learn to recognize and navigate systemic barriers that may be limiting your own and/or your team’s career progression, exploring unspoken and unwritten rules in the workplace.

Fostering an Environment of Engagement, Trust, and Belonging
Apply practical tools to create stronger engagement in teams, support diverse talent to contribute fully, collaborate and reach new levels of performance individually and as a team

Being an Ally and Disarming Microaggression
Explore the concept of integrative thinking, through a four-step decision-making model: salience, causality, architecture, and resolution

To apply visit:
https://uoft.me/ApplyNIC

Program Fee:
$4,500 + HST

Application Deadline:
October 8, 2021

For more information contact: ISL@Rotman.Utoronto.Ca or visit https://uoft.me/NIC