



**KEY 21ST CENTURY SKILL
TO ENABLE
ORGANIZATIONAL EFFECTIVENESS**



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HR and leadership's role is critical in driving organizational culture change. It has been established too that culture has a significant impact on an organization's performance and effectiveness.

The right culture can improve employee experience and performance across business units. At the center of both, organizational culture and organizational performance and effectiveness is the workforce.

As the workforce becomes increasingly diverse, HR professionals and leaders should be competently skilled in dealing with culturally diverse clients and stakeholders.

Interculturally competent HR professionals and leaders enable organizational effectiveness. They help the organization thrive by tapping into the optimal benefit of an ever-increasing spectrum and complexity of cultural differences. They have the ability to minimize conflict, bias, and communication breakdowns.

To be an enabler, HR professionals and leaders must have intercultural competence, a key 21st-century skill that'll help propel their organization to have a competitive advantage.

At the end of the half-day workshop, the participants will be able to:

- Identify the different cultural frameworks, values, and norms so they become more effective in building relationships with stakeholders
- Demonstrate the ability to adapt communication style when faced with various dimensions of culture and be effective in addressing inclusion-related misunderstandings, tensions, and conflicts
- Develop the skill to coach frontline supervisors, managers, leaders, and employees in dealing effectively with complex group dynamics and ambiguity
- Apply a cultural lens in managing the different HR functions that contribute to organizational effectiveness such as Talent Management and HR strategy that will support the creation of an equitable and inclusive work environment

Who should attend this workshop?

- HR professionals / Managers and front line supervisors /Diversity, and Inclusion practitioners / Organizational development practitioners

Our Presenter/Facilitator: Maria Drucco, IPMA-ACP

Maria is a Diversity, Equity, and Inclusion (DEI) strategist and a Certified Intercultural Trainer, helping businesses build a healthy and inclusive culture so that they attract diverse talent who possess the right competencies, increase employee engagement and productivity and save on the expensive cost of employee turnover.

As an immigrant and member of the underrepresented group, she has lived experiences of workplace bullying and micro-aggressive behaviors, hence, she became passionate about using her knowledge, education, and experience to educate individuals, empower the women and other members of the underrepresented group, help leaders build their inclusive leadership capabilities and support organizations in building an equitable and inclusive workplace culture.

Maria is the Managing Partner of The Inclusion Journey - Consultasia Global - North America and owner of Faith Based Travel Agency, Marianatha Tours.

Intercultural Competence Workshop

ONLINE

Half Day Event

September 8, 2021

October 13, 2021

November 4, 2021

December 16, 2021

Member Rate:

\$175

Non-Member Rate:

\$225.00

Register online at www.ipma-aigp.com or email the registration form on the reverse side to ipmacanada@ipma-aigp.com



REGISTRATION FORM

Select Location You Wish to Attend:

Location	Date	Choice
Online	September 8, 2021	
	October 13, 2021	
	November 4, 2021	
	December 16, 2021	

Name			
Position			
Organization/ Mailing Address			
Email			
Telephone			
Member Rate	\$175 plus tax		
Non-Member Rate	\$225 plus tax		
CPHR SK Member Rate:	\$175 plus tax		
VISA/MC/AMEX			
Expiry Date		CVC 3 digits	
Signature			
Invoice Me At:			

Intercultural Competence Workshop ONLINE

Cancellation Policy:
Substitutions will be allowed but no refunds will be issued unless written notice is received prior to July 31, 2021. IPMA-Canada reserves the right to cancel and refund registrations within seven (7) days of the start of the workshop.

