

# Workshop & Training Catalog

Creating environments  
where every voice is  
heard, valued, and  
empowered to  
contribute to  
meaningful change.



**GLENN DIVERSITY**  
Inclusion & HR Solutions

**Last Updated  
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# Introduction

We believe that fostering a diverse and inclusive workplace is not only a moral imperative but also a strategic advantage. We are committed to creating environments where every voice is heard, valued, and empowered to contribute to meaningful change.

## About Glenn Diversity

At Glenn Diversity Inclusion & HR Solutions, we empower individuals, leaders, and organizations to create environments that foster equity and inclusivity for everyone. We understand the importance of recognizing the unique value that each person brings and that a tailored approach is essential.

## Our Approach to Training

Our training approach is rooted in customization, ensuring each session is tailored to your organization's specific needs and goals. By incorporating pre-session insights and feedback, we design experiences that reinforce learning and create meaningful connections to your unique workplace dynamics. If you don't see a topic that aligns with your needs, we are happy to collaborate and craft a training that fits seamlessly with your objectives.

## Customized ~ Impactful ~ Timely

### Duration



All trainings are designed to run 60-90 minutes, based on your preference. To ensure ample time for meaningful discussions and participant questions, we recommend starting with a 90-minute session, with flexibility to adjust as needed to meet your team's unique needs.

### Delivery



Glenn Diversity workshops and training sessions are available in both in-person and virtual formats. We collaborate with your team to identify the delivery method that best suits your needs. For engagements requiring travel outside the Boston area, associated travel expenses will be covered by the client.

### Resources



To equip participants with tools to reinforce their learning, we may provide articles, one-pagers, and pre-surveys as part of the training experience. These resources are designed to not only personalize the learning journey but also foster ongoing dialogue and application beyond the session.

Contact Monique Inge (Director of Operations) today to discuss your workshop and training needs. Send an email to [monique@glenndiversitysolutions.com](mailto:monique@glenndiversitysolutions.com).

# Workshop & Training Topic Catalog

## Equity-Focused Trainings

### **Equity in Action: Bridging the Gap in Workplace Fairness**

Explore how to recognize and address inequities in organizational policies and practices. Participants will learn strategies to create a fair and equitable work environment through actionable solutions. This session provides tools for advancing equity and fostering trust across teams.

### **Unpacking Systemic Barriers: Building Pathways to Equity**

This workshop identifies systemic barriers to inclusion and offers strategies to dismantle them. Attendees will analyze real-world scenarios to understand how inequities arise and explore practical ways to create equitable access to opportunities.

### **Equity-Centered Decision-Making**

Learn how to embed equity into your decision-making processes. This session equips leaders with the skills to evaluate decisions for unintended biases and ensure outcomes that support fairness and representation.

### **Intersectionality in the Workplace: Understanding Diverse Experiences**

Gain insights into how overlapping identities (race, gender, ability, etc.) shape workplace experiences. Participants will develop an awareness of intersectionality and learn how to approach it through an equity lens.

### **Measuring Equity: Turning Metrics into Meaningful Change**

Discover how to use data to assess and improve equity in your organization. This session covers effective metrics, qualitative and quantitative assessments, and how to translate findings into impactful strategies.

## Manager/Leadership Trainings

### **Conflict Resolution for Leaders: Building Bridges**

Leaders and managers will learn to effectively mediate and resolve workplace conflicts. This session emphasizes communication techniques and problem-solving strategies to maintain harmony and productivity.

### **Coaching and Mentoring: Developing Future Leaders**

Develop managers' skills to guide and support employees' career growth. Attendees will learn coaching techniques and how to create personalized development plans for their team members.

### **Managing Across Generations: Harnessing Diverse Strengths**

This training provides tools for managing multigenerational teams effectively. Learn to navigate differences in work styles and expectations to foster collaboration and innovation.

## The Manager Development Program

We are currently developing a 5-part managerial development program to prepare new leaders for their roles within an organization. This program will launch spring/summer 2025.

# Workshop & Training Topic Catalog

## Human Resource Trainings

### **Recruiting for Inclusion: Redesigning the Hiring Process**

This training highlights best practices for building inclusive and equitable recruitment strategies. Participants will learn to identify bias in job descriptions, interviews, and candidate evaluations.

### **The HR Role in Driving Organizational Culture**

Explore how HR professionals can be catalysts for cultural transformation. This session provides tools to align HR practices with company values and create a thriving organizational culture.

### **Retaining Talent: Creating Pathways for Growth and Belonging**

Focus on strategies for retaining diverse talent through career development and inclusive policies. Learn how mentorship, sponsorship, and recognition can drive employee satisfaction and retention.

### **Navigating Difficult Conversations: An HR/Leadership Perspective**

Learn to facilitate and manage challenging discussions around sensitive topics like equity, performance, and workplace conflict. This workshop prepares HR professionals to address issues with empathy and clarity.

### **Performance Management with an Equity Lens**

Learn how to provide feedback and assess performance while addressing potential biases. Managers will explore strategies to evaluate team members fairly and encourage equitable growth opportunities.

## Flagship Topics

### **Courageous Conversations**

This session provides tools to navigate difficult discussions with openness and respect. Participants will learn how to foster productive dialogue, address sensitive topics effectively, and build stronger interpersonal connections in the workplace.

### **Why Diversity Matters**

Explore the critical role diversity plays in driving innovation, enhancing team dynamics, and achieving organizational success. This training outlines the tangible benefits of diverse perspectives and equips participants with strategies to champion diversity within their spheres of influence.

### **Activating Your Resilience in the Era of the 5Ps™**

Learn how to thrive amidst challenges by activating resilience. This session equips participants with actionable tools to manage stress, adapt to change, and maintain focus.

### **Unconscious Biases and Microaggressions**

This training shines a light on the subtle biases and behaviors that can undermine inclusivity. Participants will gain awareness of their own unconscious biases, learn to recognize microaggressions, and develop skills to foster a more respectful and equitable workplace.

# Workshop & Training Topic Catalog

## **Allyship in Action: The Anatomy of an Ally**

Discover how to move from intention to action in supporting underrepresented colleagues. This workshop breaks down the elements of effective allyship, offering practical steps to advocate for equity and inclusion.

## **Leading Inclusively**

Equip leaders with the skills to inspire and manage diverse teams effectively. This session emphasizes the importance of inclusive leadership, helping participants create environments where every team member feels valued and empowered to contribute.

## **Creating and Fostering Psychological Safety in the Workplace**

Learn how to establish a culture where employees feel safe to share ideas, take risks, and collaborate without fear of judgment. This training focuses on strategies to build trust, openness, and mutual respect in teams.

## **Mastering Imposter Syndrome**

Unpack the causes and effects of imposter syndrome and develop strategies to overcome self-doubt. This session empowers participants to embrace their achievements, build confidence, and unlock their full potential.

## **Words Matter**

Explore the power of language in shaping workplace culture and relationships. This training highlights the impact of inclusive communication, offering tools to ensure words are used intentionally to foster connection and respect.

## Custom Topics

### **Navigating Your Career Path**

### **Women and the C-Suite: Breaking Barriers and Ceilings**

### **The Courage to Lead: Empowering Women Leaders**

### **Lift As I Climb: An Immigrant Girl's Journey Through Corporate America**

### **Cultivating Cultural Respect: Navigating the Labyrinth of Cultural Appropriation**

### **White-Centered Work Culture**

