

DIVERSIFY YOUR WORKFORCE

Workplace Culture Program

The *Workplace Culture Program* helps Nova Scotia employers better understand the benefits of hiring international talent, the importance of immigrant experience in the workplace, methods to improve inter-cultural competence and retain immigrant employees.

Presentations

An overview of the *Workplace Culture Program* and immigration to Nova Scotia (30-60 minutes).

Cultural Assessment Tools

Assess your organizational workplace culture, learn how hiring and retaining immigrant employees benefits your organization, and plan the next steps for enhancing your organization's workplace culture (1-hour).

Live-Stream Webinars

Benefits of a Diverse Workplace Culture

Gain an overview on how to develop a diverse workplace culture to enhance your organization's success (2-hours).

Topics covered include:

- How to enhance your understanding of workplace culture
- The value immigrants bring to your workplace
- An overview of the *Workplace Culture Program*

Leveraging Your Workplace Culture

Explores the question, "What can help make us a more *immigrant-friendly* workplace?" (2-hours).

Topics include:

- How to develop an immigrant-friendly workplace
- Six areas for your organization's development
- An overview of the *Workplace Culture Program*

To register for live-stream webinars visit:

www.isans.ca/live-stream-registration

For information contact:

Paul Pickering | Coordinator, Workplace Culture | 902-406-8693

ppickering@isans.ca

isans.ca

On-site Workshops

Designed to help you support the effective retention of immigrant employees, sessions are interactive and use a skill building approach (90-minute or half-day sessions available).

Building an Inter-Cultural Workplace | For All Staff

Build awareness, go beyond stereotypes and understand your role in creating culture. Learn the variety of ways your workplace can benefit from immigrant talent and experience.

Inter-Cultural Conflict Resolution | For All Staff

Use your conflict resolution skills and real life scenarios to identify the role culture plays in negotiating intercultural conflict (training and/or experience in conflict resolution is a pre-requisite).

Making Your Workplace "Welcoming" | For Managers

Learn how personal interaction, the physical layout of the workplace, and organizational policies and procedures affect welcomeness. Through practical tips and suggestions, learn how to take action to make your workplace more welcoming.

Inter-Cultural Leadership Excellence | For Managers

Learn how to lead using inter-cultural initiatives; increase your personal awareness and learn about inter-cultural communication through practical and easy to implement tips and ideas.

Consultations

Any of the above topics can be modified for team meetings, working groups, conferences or private consultations.