

Supervisors Cultural Awareness

This workshop has been designed to ensure that Managers and Supervisors understand how to adapt processes and provides the necessary tools to manage in a more culturally appropriate way to ensure Aboriginal employees feel culturally safe. Managers and Supervisors are required to manage, guide and coach Aboriginal staff. This often includes the Performance Management process. However often, they have not received the necessary training required to effectively embed cultural differences into the employee management process.

Summary:

At a higher level, the focus is to assist companies to develop their internal capacity to manage their Aboriginal employees and to develop a better understanding of the differences that may/can apply when managing Aboriginal staff.

“...providing the necessary tools to manage in a more culturally appropriate way to ensure Aboriginal employees feel culturally safe.”



Supervisors Cultural Awareness Training Outline:

Session 1: Cultural Proficiency & Competency

This session will enable participants to develop a greater understanding of the Guiding principles of Cultural Proficiency and why it is important, and includes:

- » Aboriginal Cultural Competency and how to apply it.
- » The Concept of Culture and steps to minimize Cultural Bias.
- » Cultural Sensitivity and Cultural Safety.

Session 2: Intercultural Communication

This session examines general differences and various forms of communication between Aboriginal and non-Aboriginal people, and:

- » Provides information about how culture dictates why Aboriginal people communicate.
- » Explores intercultural communication – barriers and considerations.
- » Explores strategies to overcome communication across cultures.

Session 3: Managing Day to Day Issues and Cultural Considerations

This session aims to provide Managers and Supervisor with a better understanding of how to develop strategies that will address barriers and assist in creating a shared workplace culture that values individuals, and includes:

- » Develop strategies to guide, motivate, coach, and empower Aboriginal employees.

Session 4: Diversity and Workplace Inclusion

This session aims to confirm the principles of Diversity and Workplace Inclusion and explores:

- » How do we implement inclusion strategies?
- » How can you contribute to the Development of Professional Relationships based on Acceptance of Cultural Diversity?
- » Valuing and Managing Workplace Inclusion.