

# DIVERSITY MANAGEMENT PRESENTATION



# DIVERSITY MANAGEMENT AS AN ENABLING TOOL FOR EE

# AT THE END OF THIS PRESENTATION WE SHOULD:



- All be able to understand what diversity management in relation with change is, with regard to the transformation process in the Public Service
- All understand the purpose of diversity management in the workplace
- All understand how diversity management could add value to the transformation process
- Understand why we need to give special attention to the management of change and diversity in the workplace

# What is change management?



- Change management describes the structured approach to transitions in individuals, teams, organisations and societies that moves the target from the current state to a desired state.
- It is a process for managing the human side of change. People it is true, are a dynamic, complex and multi-dimensional resource any organisation can have yet the optimum functioning of people can only be achieved through effective management of change.

# Change continued...



- Change is an inevitable phenomenon in the 21 century workplace and thus instructs every organisation to deal with it.
- It is however only organisations that deals effectively with change that will survive the painstaking demands of the world of work today
- As Public Service organisations we are no exception and thus need concerted efforts in dealing with change, from all stakeholders particularly the leadership, to build up a transformed Public Service.
- Our vision to become a Global Leader in Public Service Excellence is an ambitious one and requires that we get ourselves to advanced levels of maturity in the organisational life cycle. More Change Agents will be required, for us to achieve that level of excellence.

# What is diversity management



- Diversity Management is a planned, systematic and comprehensive leadership process with the goal of creating an inclusive environment where all employees (in their differences and similarities) can contribute to the achievement of organisational objectives and where every member of the workforce is enabled to perform to her/his full potential
- It should not be seen as an opposing concept to affirmative action and employment equity, but rather as a voluntary organisational change program that helps to implement employment equity in the workplace.

# Diversity Management cont...



- It is a People Management tool which has proven to be an effective driver for transformation.
- It takes into consideration the differences and similarities brought into the workplace by members of the workforce from different backgrounds and walks of life.
- It thus seek to create an environment where all people will engage amicably and release their full potential in the workplace, despite their differences.
- It seeks to eradicate all barriers to sound performance in terms of the discriminatory attitudes, cultural barriers, religious barriers etc.

# The purpose of diversity management



- To create an understanding of each other as a workforce from different backgrounds and walks of life so that an environment is created where people are able to release their maximum potential and work together.
- To deal effectively with the stereotypes, myths and prejudices imposed on people either at their early learning stages or even later in their life cycle.
- To enable people to understand the goals of the organisation so that an environment is created for each person to identify with these goals and thus get actively involved in the achievement of the organisational goals.



# How diversity management could add value

- The premise is, while employment equity and affirmative action have helped to create a diverse workforce, diversity management is needed in order to achieve a healthy integration, sound organisational performance and upward mobility.
- The differences in people and even similarities are prone to creating conflict among people which often retard performance progress— diversity management aims to do away with the misperceptions people have of each other in so doing opening a window of embracing these differences.
- Traditionally, organisations have addressed diversity from a statistical and numerical perspective with a corporate focus that targets recruitment. This has not been quite effective in terms of fulfilling the long-run diversity goals. Thus the utilization of diversity management enhances the fulfillment of these goals, i.e career development, sense of motivation and eventual commitment to the organisation by the workforce.

# Why change and diversity management?



- On its accession to National leadership, the Government of National Unity inherited a society marked by deep social and economic disparities as well as serious racial, gender and social divisions. As a developing and transforming organisation, we need an effective People Management intervention such as diversity management
- Best practices from High Performing Organisations have proven that it is only when an organisation give particular attention to the very human side of all its resources, that it can be an effective player in the global economy
- As a people of our country's historical background, and with the kind of goals we desire to achieve, not much choice is left for us but to grab opportunities such as these, that will not only help towards the achievement of the goals but also help speed up the process

Thank you

# Do we all think that:



- We understand what change and diversity management is about?
- We understand the purpose of diversity management
- We understand how diversity management could add value in our department
- We understand why we need diversity management in the Public Service workplace?