



PrimeLearning.com™

PrimeDiversity™ Awareness and PrimeDiversity™ Management

eLearning Curricula Synopses



PrimeDiversity™ Awareness and PrimeDiversity™ Management Curricula

Executive Summary

The Prime Diversity™ curricula consists of *PrimeDiversity Awareness* and *PrimeDiversity Management*. The *PrimeDiversity Awareness* curriculum provides learners with a creative approach to recognize and benefit from the unique perspectives of individuals with varied backgrounds and experiences. Participants will learn how to break out of their homogenous “comfort zone” to pursue knowledge and insights that will enhance the performance of their organization—as well as their own personal growth.

The *PrimeDiversity Management* curriculum provides learners with the understanding that, as the profile of today's workforce changes, so does their own role as manager or business leader. Participants will learn specific strategies for attracting, retaining, and developing a diverse, high-quality staff and fostering an environment that celebrates – and capitalizes on – the uniqueness of the individuals within it.

At the center of the PrimeLearning solution is world-class content. Our content partners are leading corporations, authors, academics, publishers and business experts.

Our Unique Approach

At *PrimeLearning.com*, we strive to improve the skill level of individuals within your organization, as well as the business performance of your entire organization. This aim forms the foundation of our instructional design philosophy.

Objectives are at the very core of all *PrimeLearning.com* courses. Each course topic focuses on the accomplishment of specific performance objectives and the development of valuable new skills. The curricula is both practical and relevant, using examples and case studies to present real-world work situations. Content areas are comprehensive, and depth of coverage is an important characteristic of each course.

Our PrimePath™ capability uses an initial learner assessment to recommend an individualized learning path based on demonstrated competencies. The mastery module provides the learner with measurable and documented evidence of improvement.

PrimeLearning.com courses employ an unprecedented number and variety of interactions to stimulate learning. These interactions extend beyond simple knowledge recall to invoke high-level thinking and problem solving. Optional live virtual classes and collaborative events further enhance the total Internet-based learning experience.

To facilitate continuous learning and performance improvement, course participants have convenient access to job and performance support aids that summarize key steps, processes, and guidelines. Resources such as Internet links, recommended reading lists, glossaries and company specific documents enable learners to tap into a continually updated archive of quick reference and on-the-job support materials. Workplace exercises enable learners to apply their new skills within their work environment.

PrimeDiversity™ Awareness – Strength Through Difference Curriculum Summary

The *PrimeDiversity* Awareness curriculum provides valuable insights and best practices for all levels of professionals who want to work more effectively with colleagues whose backgrounds, experiences, and perspectives differ from their own.

The *PrimeDiversity* Awareness courses leverage Internet technology to create an individualized and highly interactive learning environment. From presenting concepts, to detailing processes, to depicting relevant scenarios, to testing learner understanding, this entire curriculum engages professionals in a top-down roll-out of proven techniques. Each Internet-based course is broken down into multiple topics, enabling the learner to focus easily on areas where improved proficiency is required. Supplemental virtual classroom sessions can incorporate a live-instruction component, while job aids, workplace exercises, topical links, and other resources further the learning experience.

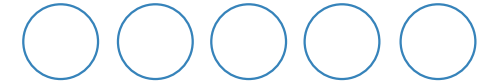
Three Courses Address Strategies to Benefit From the Unique Perspectives of Individuals With Varied Backgrounds

Discovering Differences

1. The Evolving Labor Force
2. Diversity Defined
3. Begin Your Diversity Journey

Strength Through Difference

Curriculum Synopsis



Discovering Differences (PD0021)

Description	Communication and collaboration continue to be essential to the success of any business. As the global marketplace expands and the profile of the workforce changes, it is necessary to evaluate and adjust our current approach for working with others. This module enables learners to leverage individual differences – far beyond those of gender and race – for the benefit of their organizations.
Target Audience	Professionals who want to work more effectively with colleagues whose backgrounds, experiences, and perspectives differ from their own
Duration	5-6 hours of learner-directed eLearning activities
Prerequisites	None
Media	Internet

Course	Description	Objectives	Topics
The Evolving Labor Force	This course provides statistics of the changing labor market and identifies the effects that these developments have on the workplace. Influences on the learner's own thoughts, feelings, and beliefs are also explored.	Learners will be able to identify ways in which the workforce is changing, evaluate how these changes affect the workplace, and recognize the influences on the development of his or her own thoughts, feelings, and beliefs.	<ul style="list-style-type: none"> • Employee Trends and Changes • Implications for the Workplace • Understand Your Preconceptions
Diversity Defined	This course provides the foundation for any diversity awareness effort, whether corporate or personal. Key terms are defined, major historical influences are examined, and strategies for valuing individual differences, as well as similarities, are provided.	Learners will be able to identify key diversity-related concepts, identify people and events that have contributed to diversity awareness, and list the steps in valuing differences.	<ul style="list-style-type: none"> • Key Concepts • Contributors and Events • The Value of Differences
Begin Your Diversity Journey	This course provides tools to assist the learner in taking personal responsibility for strengthening diversity awareness. Strategies for responding appropriately to individuals with a different value system are presented, as are a multitude of other activities to foster an environment of mutual appreciation and respect.	Learners will be able to identify activities that can enhance diversity awareness at the individual and organizational level.	<ul style="list-style-type: none"> • Acknowledge Value Systems • Awareness-Enhancing Activities

PrimeDiversity™ Management – A Proactive Response to Change Curriculum Summary

The *PrimeDiversity* Management curriculum provides valuable insights and best practices for business leaders and managers who want to work more effectively with colleagues and subordinates whose backgrounds, experiences, and perspectives differ from their own, such as:

- Corporate Executives
- Human Resources Personnel and other change agents
- Corporate Trainers
- Project Managers
- Supervisors and Managers

The *PrimeDiversity* Management courses leverage Internet technology to create an individualized and highly interactive learning environment. From presenting concepts, to detailing processes, to depicting relevant scenarios, to testing learner understanding, this entire curriculum engages professionals in a top-down roll-out of proven techniques. Each Internet-based course is broken down into multiple topics, enabling the learner to focus easily on areas where improved proficiency is required. Supplemental virtual classroom sessions incorporate a live-instruction component, while job aids, workplace exercises, topical links, and other resources further the learning experience.

Five Courses Address the Changing Work Styles Required to Lead Today's Diverse Work Force

Discovering Differences

1. The Evolving Labor Force
2. Diversity Defined
3. Begin Your Diversity Journey

Managing Differences

4. Corporate Diversity Drivers
5. Be a Diversity Ambassador

A Proactive Response to Change

Curriculum Synopsis



Discovering Differences (PD0021)

Description	Communication and collaboration continue to be essential to the success of any business. As the global marketplace expands and the profile of the workforce changes, it is necessary to evaluate and adjust our current approach for working with others. This module enables learners to leverage individual differences – far beyond those of gender and race – for the benefit of their organizations.
Target Audience	Professionals who want to work more effectively with colleagues whose backgrounds, experiences, and perspectives differ from their own
Duration	5-6 hours of learner-directed eLearning activities
Prerequisites	None
Media	Internet

Course	Description	Objectives	Topics
The Evolving Labor Force	This course provides statistics of the changing labor market and identifies the effects that these developments have on the workplace. Influences on the learner's own thoughts, feelings, and beliefs are also explored.	Learners will be able to identify ways in which the workforce is changing, evaluate how these changes affect the workplace, and recognize the influences on the development of his or her own thoughts, feelings, and beliefs.	<ul style="list-style-type: none"> • Employee Trends and Changes • Implications for the Workplace • Understand Your Preconceptions
Diversity Defined	This course provides the foundation for any diversity awareness effort, whether corporate or personal. Key terms are defined, major historical influences are examined, and strategies for valuing individual differences, as well as similarities, are provided.	Learners will be able to identify key diversity-related concepts, identify people and events that have contributed to diversity awareness, and list the steps in valuing differences.	<ul style="list-style-type: none"> • Key Concepts • Contributors and Events • The Value of Differences
Begin Your Diversity Journey	This course provides tools to assist the learner in taking personal responsibility for strengthening diversity awareness. Strategies for responding appropriately to individuals with a different value system are presented, as are a multitude of other activities to foster an environment of mutual appreciation and respect.	Learners will be able to identify activities that can enhance diversity awareness at the individual and organizational level.	<ul style="list-style-type: none"> • Acknowledge Value Systems • Awareness-Enhancing Activities

Managing Differences (PD0032)

Description	To truly capitalize on a diverse workforce, the individual needs of its members must first be met. This module explains the implications of the changing labor market on organizations and introduces several innovative strategies for creating and maintaining a workplace in which ALL employees can thrive.
Target Audience	Business leaders and managers who want to work more effectively with colleagues and subordinates whose backgrounds, experiences, and perspectives differ from their own
Duration	4-5 hours of learner-directed eLearning activities
Prerequisites	None
Media	Internet

Course	Description	Objectives	Topics
Corporate Diversity Drivers	This course introduces learners to the organizational benefits of managing diversity, and the consequences of not doing so. The requisite shifts in management perspective are also discussed.	Learners will be able to identify specific influences of diversity management on a company's success and identify new management attitudes that allow an organization to attract, retain, and benefit from a diverse workforce.	<ul style="list-style-type: none"> • Business Imperatives • Changing Management Mindset
Be a Diversity Ambassador	This course provides learners with the tools to take diversity management into their own hands. General strategies for creating and maintaining a flexible work environment, as well as specific, easy-to-implement management activities to foster diversity at both the departmental and organizational level, are presented.	Learners will be able to recognize four strategies for designing policies, systems, and practices that support workplace flexibility and identify six essential management skills for working with a diverse staff.	<ul style="list-style-type: none"> • Applying Flex-Management • Diversity Management 101

For more information

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