

Equality & Diversity for the dental team – a refresher course for practice owners and managers.

Lecturer:

Tim Kemp, MBA – First Step Associates

Date and Venue:

Wednesday 25 May 2011

The Alverton Manor Hotel, Truro

Course Organiser:

Carrie Bradburn, Postgraduate Tutor

PROGRAMME

09.00 REGISTRATION & TEA/COFFEE

09.15 First impressions
Introductions and overview of the day
Where are we with the legislation and the new Act?
Assumptions, stereotypes and prejudice...and why they matter.

10.00 What are the legislative safeguards?
What is the business case and the benefits?
What are the personal and professional challenges?
Discrimination...when is it appropriate and when is it not?
What does the new act require of us?

11.00 What does it mean in practice?
Hiring and firing
Developing staff
Bullying and harassment
Monitoring and being proactive

12.30 LUNCH

13.30 What is diversity really? And are there real benefits?
A playful look at one aspect of diversity – thinking styles. Using the Herrmann Brain Dominance model to explore how teams can work more effectively.

15.30 Applying Herrmann's model to our own teams.

16.00 Taking the workshop back to our practices and teams. How can we apply? What else do we need to do as a result of the day?

17.00 CLOSE

Aim: An interactive, fun update for dentists and practice managers on current equality and diversity legislation and how to make the most of diversity in the workplace via Herrmanns Brain Model to comply with CQC guidance

Objectives: By the end of the seminar participants will have:

- Reviewed current Equality and diversity legislation
- Understand it in respect of hiring, firing and managing staff.
- Be aware of Herrmanns Brain model and how to make the most of diversity in the workplace