

Working Well Together

Exploring power inequalities and their impact on our relationships at work

Thursday 24th & Friday 25th March & Friday 20th May 2011

Having equality policies is easier than implementing them. This course explores power inequalities (racism, sexism and the other 'isms'), the way they are maintained and perpetuated and the impact on our relationships at work.

It will be facilitated by Gillian Neish. **On the first day**, she will conduct the brown-eyes, blue-eyes exercise in discrimination, (adapted for the UK from the original developed by Jane Elliott, the American diversity champion) which gives an experiential opportunity to understand the systematic nature of oppression. **During the second day** there will be discussion of DVD materials and the introduction of Transactional Analysis theory and models to enable participants to gain a better understanding of themselves and the dynamics in their communications with others at work.

Participants will be encouraged to consider the implications for themselves as well as for the way they work with colleagues, from both minority and majority communities, and with the wider public, partners and stakeholders and to begin to develop strategies that will enable them to build their personal effectiveness.

On Day 3 participants will review progress then build on the knowledge gained during Days 1 and 2 with the emphasis on working in and managing diverse teams. Participants will have the opportunity to further develop their skills as they identify how they use them at present and explore how they want to use them in the future.

On all three days the course will be practical, participative and relevant with opportunities for participants to share and learn from each other's experiences, to consider their own, real situations and to develop practical strategies to use back at work.

The objectives of the session are to enable participants to:

- recognise racist behaviour based on eye colour through participation in the brown eyes, blue eyes exercise and in 'The Eye of the Storm' DVD, and thereby understand the systematic way in which racism operates;
- draw parallels between the racist behaviours based on eye-colour in the DVD and the discriminatory treatment because of racism, sexism and other 'isms' because of power inequalities in society;
- recognise the effects discriminatory treatment has on us all and how it can lead to negative behaviours which re-inforce prejudice against people from less powerful groups;
- consider transactional analysis theory and approaches to better understand themselves and the dynamics in their communications with others;
- reflect on their own behaviour at work and identify personal patterns and preferences;
- discuss different management styles and consider the challenges for working in and managing diverse teams;
- begin to develop practical strategies to build their personal effectiveness back at work.

For more information contact Gillian Neish on **0141 341 0469**; **info@neishtraining.com** or to reserve your place, complete the booking form below.

For more information about Neish Training log on to www.neishtraining.com

Booking Form

Please book me a place on the 3 day 'Working Well Together' course on Thursday 24th & Friday 25th March and Friday 20th May 2011 in Glasgow
Fee £500 plus VAT @ 20% £100 total £600

First Name..... Surname.....

Job Title (if applicable).....

Organisation (if applicable).....

Contact Address

..... Post Code

Daytime Tel No

E-mail address.....

Please return this form to: Neish Training, P.O. Box 26999, Glasgow G1 9DH

Telephone: 0141 341 0469 Website: www.neishtraining.com Email: info@neishtraining.com



VAT REG NO. 774 7574 78

Making a Difference through training

At Neish Training we are committed to anti-racist, anti-oppressive ways of working and to making equity a reality. The focus of our work is power, whether challenging the power inequalities of racism, sexism and the other 'isms' or developing personal power through personal development programmes. We work with an organisation's most important and valuable resource – its people.

Our training courses and workshops encourage participants to think beyond stereotypes and accept the reality that there are as many differences in any one group as in any other group (even their own group, however they choose to define their group). Participants are empowered to acknowledge and challenge oppression, value diversity, recognise and build on their strengths and take action to make a positive difference.