

## TRAINING PLAN

TRAINING :

From diversity to Equity and Inclusion !



### EXPERTS IN PROFESSIONAL DEVELOPMENT

MP-Plus group has been delivering personalized training to companies for more than 25 years. We train more than 3,200 professionals every year.

Our training programs are popular because they are structured and personalized to meet your specific needs.

**mp-plus**  
GROUP

## ABOUT MP-PLUS

MP-Plus Group is a leader in the field of professional development. We deliver world-class training in leadership, commitment, achievement, and fun at work - thereby bolstering Québec's international reputation in this regard. Our mission is to enable your professional development by optimizing your personal potential.

What sets us apart is the positive impact that our training programs have on the bottom line. To what do we owe our success? To our steadfast commitment, up-to-the-minute expertise, and reliable processes.

For the past 25 years plus, MP-Plus Group has trained and mobilized personnel at many major companies, resulting in direct positive impacts on more than 250,000 people.

As an external consultant, MP-Plus Group has provided the guidance that Mouvement Desjardins needed to transform itself into a client-centric organization and helped many of Québec's top 100 companies to achieve strong growth.

MP-Plus Group has built its reputation on outstanding training performance and optimal practices. Our team includes first-rate trainers such as sports psychologist and TV commentator Sylvain Guimond and non-verbal business communication specialist Christian Martineau. At one time, former Québec Vice-Premier Monique Jérôme-Forget also contributed her expertise to our professional training offer.

With every MP-Plus training program, your organization takes a giant step toward achieving the best version of itself.



François Trachy, Director of Development



## TRAINING: From diversity to Equity and Inclusion !

### Context:

We live in a world of Diversity or to be more precise a world of Diversities.

Diversities of origins, cultures, preferences, live style orientations...

Diversity is a wonderful opportunity to bring different experiences, sensitivities around the table when you plan/define the answers to your customers' needs/questions, when you define the positioning /branding of your legal practice...

Yet it remains a challenge because those differences are not necessarily easy to understand, formulate, express...

And the matter is a quite sensitive one; reputations and careers can be crushed at the speed of light because of a clumsy remark or reaction.

And the matter is a complex one because there are so many different shades and ways of reacting to the same situation depending on which side of the Diversity puzzle you stand on.

### Objectives:

#### AT THE END OF THIS WORKSHOP TRAINING, YOU WILL KNOW HOW TO:

- ✓ Understand why Diversity, Equity and Inclusion are so important but are a challenge.
- ✓ Identify how to make sur everyone feels included and treated with Equity.
- ✓ Become conscious of cultural sensitivities and develop a cultural map to navigate and avoid the cultural traps.
- ✓ Develop a communication style which foster Equity and Inclusion.
- ✓ Grow your emotional intelligence to be better equipped in a diverse world.

## CONTENT

### Introduction

- ✓ The purpose of the program
- ✓ Living and working on our “Diversity Planet”
- ✓ The need to generate healthy and efficient environments in legal workplaces.
- ✓ Special responsibilities of lawyers and paralegals to respect the human rights laws in force in Ontario.

### Diversity and Inclusion in Workplace

- ✓ Inclusion: a basic and fundamental human need
- ✓ Let’s define diversity, inclusion and equity and their relationship.
- ✓ Diversity and inclusion in the workplace –progress, trends, difficulties
- ✓ What is the added value of Diversity?
- ✓ Why do we need inclusion?
- ✓ Why do we need equity?
- ✓ How does equity support inclusion in a diversity world?
- ✓ The specifics of legal workplaces
- ✓ What are the needs of the typical human being: Inclusion, power, affection?
- ✓ Why Inclusion is challenge for each of us: powerplay and privilege.
- ✓ How to overcome this challenge?
- ✓ From words to actions and beyond: how to foster an empowering culture of inclusion.

### The challenge of diversity

- ✓ Understanding Identity and Culture
- ✓ The diversity adverse brain: why
- ✓ The shaping of identity and the impact of culture
- ✓ Understanding cognitive biases

### Mapping cultural diversity

- ✓ Understanding Identity and Culture
- ✓ The diversity adverse brain: why
- ✓ The shaping of identity and the impact of culture
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## The keys to implement Equity

- ✓ Assertiveness and Team Inclusion
- ✓ The indispensable communication skills for an assertive communication style in order to foster Equity.
- ✓ Be sensitive to the impact of daily verbal, behavioural and environmental indignities.
- ✓ Beware of personal sensitivities (hot buttons) for various groups / persons.
- ✓ How to handle misinterpretations, misunderstandings and problems arising when one views situations from his/her own viewpoint.
- ✓ How to navigate different cultures and styles during a meeting or negotiation, to obtain a win-win outcome.
- ✓ Self-analysis - clean your distorting lenses.

## Emotional Intelligence within cultural & gender diversity

- ✓ Whatever you say, the how you say it can make things impossible.
- ✓ Ask yourself the right questions before you choose to act or react.
- ✓ Develop emotional maturity and assertiveness to say what you need to say without attacking the dignity of others.
- ✓ Gain mastery over your emotions

## How to develop, implement and measure the success of a diversity and inclusion strategy

- ✓ How to prevent and address discrimination and harassment

## Session Closing

- ✓ Preparing a personal improvement action plan and sharing it with at least two colleagues



## THE TRAINER - Jean-Luc Dupont

AUTHOR - TRAINER - COACH - LECTURER



Jean-luc dupont has held various management positions in the services sector (air transport, mobile telecommunications) that have led him to manage teams with different profiles (engineers, commercial...) And to participate in numerous management committees and boards of directors.

A certified trainer, jean-luc gives presentations in groups of 12 to 30 people on his two passions: leadership and personality types.

**Jean-Luc Dupont, the trainer and lecturer** has given hundreds of trainings in Germany, England, Belgium, France, Grand Duchy of Luxembourg, Sweden, Russia and Quebec. He has extensive experience working with people from different cultures.

**Jean-Luc Dupont, the expert** is certified on a whole series of tools for understanding the personality types: MBTI® Step I, MBTI® Step II, MTRI® (team cohesion tool), ActionTypes® (coaching of athletes and links between posture / motor and personality types), Process Communication Management®. Jean-Luc has followed many Master Class. He holds conferences for practitioners at the highest level (British Association for Psychological Types, Association of Certified ActionTypes Practitioners, ...)

Jean-Luc is also certified in Organizational Development (NTI - Oxford).

**Jean-Luc Dupont, the author** wrote a 200-page book: "Vous êtes unique, vos interlocuteurs aussi ! Collaborer efficacement et vivre en harmonie avec TOUS les types de personnalité" ("You are unique, so are your interlocutors! Collaborate effectively and live-in harmony with ALL types of personality"). This book offers in a concrete and pragmatic way the keys to adapt his communication and his leadership to each of his interlocutors, whatever his profile.

**Jean-Luc Dupont,** and the breadth of his training, trained hundreds of executives, managers, supervisors and employees in the improvement of their communication and leadership skills and in a better understanding of people of different personality types and/or cultures.

