

## WISE CIC – Innovative Working

<b>Title of Proposed Programme</b>	Ten Steps Workshop
<b>Programme Content</b>	<p>Please list the contents of the programme.</p> <ul style="list-style-type: none"> <li>• Understanding the business benefits of a diverse and gender balanced workforce</li> <li>• Introduction to the Ten Steps framework and how it can be used to drive change</li> <li>• Information sharing and discussion around each of the Ten Steps and their potential impact on the attraction, retention and development of female staff.</li> <li>• The Zero Women Challenge</li> <li>• Ten Steps diagnostic results</li> <li>• Take away: Actions and Pledges</li> </ul>
<b>Course delivery method</b>	<p>[please select from the below]</p> <p>Employer premises Third Party premises Any premises</p>
<b>Duration</b>	3-4 hours workshop
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>- Analysing the company's existing state of diversity and inclusion</li> <li>- Introduction to an easy to follow, established framework</li> <li>- Benchmark against other organisations</li> <li>- Learning from best practices of other organisations</li> <li>- Create an easy to follow action plan to increase gender diversity within the organisation</li> </ul>
<b>Target group of participants/Who should attend</b>	Senior leaders and HR Professionals
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	The delivery will be tailored to the organisation following the results of the Ten Steps diagnostic analysis.

<b>Title of Proposed Programme</b>	Introduction to Diversity and Ten Steps for SMEs
<b>Programme Content</b>	<p>Please list the contents of the programme.</p> <ul style="list-style-type: none"> <li>• Understanding the business benefits of a diverse and gender balanced workforce</li> <li>• What is Unconscious Bias and Unconscious Bias training</li> <li>• Introduction to the Ten Steps framework and how it can be used to drive change</li> <li>• Information sharing and discussion around each of the Ten Steps and their potential impact on the attraction, retention and development of female staff.</li> <li>• The Zero Women Challenge</li> <li>• Ten Steps diagnostic results</li> <li>• Take away: Actions and Pledges</li> </ul>
<b>Course delivery method</b>	<p>[please select from the below]</p> <p>Third Party premises Any premises</p>
<b>Duration</b>	Half a day training
<b>What are the perceived business benefits of the proposed training and what are the outcomes for the business</b>	<ul style="list-style-type: none"> <li>- Understanding the business benefits of gender diversity</li> <li>- Understanding Unconscious Biases</li> <li>- Training on Unconscious Biases</li> <li>- Introduction to an easy to follow, established framework to increase diversity</li> <li>- Benchmark against other organisations</li> <li>- Learning from best practices of other organisations</li> </ul>
<b>Target group of participants/Who should attend</b>	Senior leaders and HR Professionals
<b>Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer</b>	The participants will receive a summary of their organisations results on Ten Steps benchmarked against other WISE members as well as other participants.