



# Leveraging Diversity to Increase Performance

Uncover your assumptions and discover new ways to see, map and leverage polarities.

## Thematic cluster:

Gender and Inclusive Security

## Course dates:

17 March 2020

## Course location:

Geneva, Switzerland

Organisations are more than ever required to leverage the diversity of their employees and teams to thrive in this ever-changing and highly competitive world. Substantial evidence demonstrates that diverse and trusting teams in public and private sectors may enable the advancement of peace, security and sustainable development.

However, leveraging diversity demands an environment of inclusion and equality. And it is where things can be a challenge for organisations. Most organisations approach diversity and inclusion as a problem to solve instead of being a series of polarities or tensions that they have to understand, balance and lead.

This course is run with the Geneva Leadership Alliance, a first-of-its-kind partnership that brings together in-depth understanding of peace, security and policy issues at the GCSP, as well as over 40 years of research and expertise developing leaders through the Center for Creative Leadership (CCL). For the fourth year in a row, CCL was ranked within the top ten global executive education providers by the Financial Times.

## COURSE BENEFITS

The course introduces you to key mindsets, toolsets and skillsets to lead more inclusively and generate successful collective outcomes. The modules of the course will enable you to:

- Understand assumptions about diversity in relation to performance;
- Apply a tool to see, map and leverage different polarities (tensions) within teams and organisations;
- Learn and share with other professionals the best practices to nurture participation and inclusion for enhanced team performance;
- Build your network of professionals in international Geneva.



## Course Directors

**Ms Fleur Heyworth** leads the Gender and Inclusive Security Cluster. Her focus is on helping individuals and organisations gain the insights, skills and tools to build more effective and inclusive policies and practices, and foster greater diversity and gender

**Ms Miriam Fugfugosh**, a GCSP course designer and director for over ten years, is now an Associate of the Centre continuing with design and delivery of leadership courses and skills enhancement modules for political advisors. She has a background in international policy studies, grassroots development, and education.



Please visit the course page on the **GCSP website** for further details on speakers.

### Who should attend

This course is designed for professionals seeking to advance diversity and inclusion within organisations as well as team leaders and aspiring team leaders with at least 5 years of professional experience, who are critical in creating a culture of inclusion and enabling diverse teams to grow. It has been designed as a one-day intensive course.

### Tuition fees

CHF 500

Apply by 23 February 2020 to qualify for a 15% discount. Alumni qualify for a 20% discount. A limited number of partial tuition waivers may be available.

GCSP reserves the right to modify the programme dates, location and fee at any time. Discounts are not cumulative.

### Registration deadline

14 March 2020

### Language requirements

The course will be held in English; no translation will be provided

### Venue

GCSP, Maison de la paix,  
Chemin Eugène-Rigot 2D, Geneva  
Switzerland

### Contact

For further details about the course or customised solutions, please contact:

**Email:** [excedu@gcsp.ch](mailto:excedu@gcsp.ch)

**Telephone:** +41 (0)22 730 96 00

**Web:** <http://www.gcsp.ch>

### Alumni Community

Completing the executive course gives you access to a global and expanding network of over 8'200 experts. Alumni are able to connect online through our Alumni Portal, attend numerous conferences and events, and benefit from reduced rates in future courses.

### GCSP

The Geneva Centre for Security Policy is an international foundation with 52 member states from across the globe. We bring people from every industry and nation together so they can thrive in today's ever-changing security landscape.

### In the heart of international Geneva

Home to over 35 international organisations, some 380 non-governmental organisations, and more than 175 diplomatic missions, representations and delegations, Geneva is a leading hub for international expertise.

### Customised Solutions

This course can be adapted to meet the needs of your organisation. The GCSP has more than 20 years of experience in delivering executive education for professionals working in government, non-profits, international organisations, as well as in the private sector. Contact us to discuss your needs and requirements.

### Testimonial from a past participant

**“** *As a gender practitioner, this course challenged me to revisit what diversity really means and how to leverage the cognitive diversity that mixed teams bring. Personal. Practical. Highly recommended.*

Participant in 'Leverage Diversity to Increase Performance' course, 2019

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