

Differing Abilities at Work eLearning

Facilitate valuable contributions from all of your talent.

Differing Abilities at Work is designed to broaden inclusive thinking that can be applied to everyone in an organization, in multiple situations.

Diversity and inclusion initiatives contribute to the overall success of an organization by helping members to recognize, appreciate, and leverage the talents of individuals. Physical and mental ability status is an often-overlooked dimension of diversity that applies to every person in an organization.

Proactively addressing this dimension has been proven to increase productivity, safety, engagement, and innovation for everyone in an organization.

The Differing Abilities at Work eLearning course is designed to broaden inclusive thinking that can be applied to everyone in an organization, in multiple situations.

In addition, this course highlights significant contributions made by individuals with disabilities.



At a glance:

Program summary:

- 45-minute self-paced eLearning program designed to provide participants with a thorough introduction to inclusive thinking.

Who should attend:

- Employees at all levels, across all functions, and regardless of the level of physical or mental ability.

Program outcome:

- Participants will finish the program with the ability to recognize, appreciate, and leverage the talents of individuals.

Proactively addressing this dimension has been proven to increase productivity, safety, engagement, and innovation for everyone in an organization.



Session details

Participants will leave with:

- An understanding of how the “mental and physical abilities” dimension of diversity is relevant to each workplace.
- The ability to dispel common misperceptions about people with disabilities.
- Strategies to leverage talent who may have notably different abilities than oneself.
- Skills to interact comfortably with people of differing abilities in ways that are respectful and considerate of their perspective.
- The ability to articulate the business case and importance for promoting inclusive thinking.
- Techniques to apply inclusive thinking to improve product, service, and/or work process accessibility, and apply practices that better utilize the talents and skills of colleagues across all levels of ability.
- Identify inclusion best practices to use in the workplace.

Program outline:

Agenda

- Expand your thinking.
- Establish the business case.
- Interact with people of differing abilities.
- Apply inclusive thinking at work.
- Take the final challenge.
- Create an action plan.

Reinforcement: Participants complete an action plan at the end of the course that prompts usage of course concepts in the workplace.

Learning methodologies:

- Video vignettes using realistic, engaging situations for the participant’s consideration.
- Brainstorming exercises to practice the inclusive mindset.
- “Sudden situations” provide tests of the participant’s comprehension and application of key points, culminating in a final challenge.
- Self-assessment identifies which of the 21 inclusion best practices participants can strengthen.
- Action planning transfers the learning into actionable next steps.

Language:

- English. Translation services available on request.

Technical specifications:

- A multi-media (containing audio, video, animation, activities), web-based, self-paced eLearning program which includes bookmarking. This course is compatible with all major Web browsers, PCs, MACs, and iOS or Android Tablets. The program meets the basic 508 compliancy requirement.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.