

How do the **Xenophobic** events in South Africa impact your employees in the workplace?

The recent Xenophobic attacks in communities have a profound effect on employees in the workplace. Positive engagement in the workplace not only filters back to communities, but has benefits both in terms of workplace culture and performance.

Our Managing Multiversity theatre workshop assists companies in addressing the concerns and effects of external events on your workplace culture. The theatre is guaranteed to motivate constructive debate and harness this debate to enliven your diversity conversations.

This workshop uses an inspired mix of theatre and facilitated group discussions to;

- Understand what is happening in our country and communities and the need to manage the impact thereof on the workplace
- Stimulate discussion and debate in an emotionally mature environment and apply the learnings to the workplace

- Create understanding of the broad and changing nature of diversity issues in South Africa, affecting working teams

Many work groups find it difficult to discuss complex and potentially threatening matters. The theatre facilitates conversations relevant to your organisation.

Employees are reluctant to discuss matters openly and honestly, either because diversity concepts are too vague or too personal.

This intervention enhances the quality of your diversity leadership, builds teams and provides diversity committees with a new impetus. Most importantly, it introduces a jointly developed process to engage and connect diverse team members in the longer term.

The outcome of the workshop is constructive action plans, co-created with participants.

Process

- Introduction +/- 8 minutes
- Theatre 45 mins
- **Group work:** Discussion of the theatre play
- Feedback from groups
- Facilitator input on managing multiversity in the workplace
- Identification of diversity strengths and weaknesses
- **Group work:** Application to the work environment
- Action plans
- Consolidation of group action plans
- Commitments