

## Workshop description

Grundtvig Train the Trainer Diversity Module „ Dealing with Diversity & Interculturality as a Supervisor “ is a fully developed workshop that can be realized by professionals who took part in the Grundtvig Learning partnership project “Counselling in a Multicultural Europe – A Key Competence within Life Long Learning”.

Why should we deal with diversity in supervision? This question – first brought up by Lee Gardenswartz and Anita Rowe – has been a key question in our Grundtvig project, as it is a key question in any diversity process. We identified several major aspects which we feel to be important in answering the question, both on an individual level focusing on the supervisors or their clients as well as on an a societal level focusing on the communities of supervisors within Europe.

These aspects are:

- Exchange of theoretical knowledge and practical experience according to the issues Diversity and Interculturality;
- Improving competences for dealing with Diversity as Supervisors and Coaches as well as Supervisors trainers;
- Discussing various standards in counseling, supervision and coaching in different European countries.

In this workshop experiences, feedback and theory-based reflection are the foundations for learning and teaching. Learners and teachers together form a learning team and are learning by doing. The simple exposure to experience is not the same as learning by that experience. What makes the experience meaningful and educational is the systematic analysis and reflection upon that experience. Participants own experiences will be used to point out the positive and demanding effects of Managing Diversity in professional counseling.

### Possible content and timeframe

#### *Content*

The content of the actual Grundtvig Diversity Workshop is decided by the trainers who give the workshop. The trainers are responsible for designing the actual workshop's content and timeframe according to the wishes and needs of the applying Organization, by using the Manual of the Grundtvig Diversity Module.

Possible contents:

- Sensitivity for diversity
- Dealing with diversity
- Managing diversity
- Counselling skills in managing diversity
- The different layers of diversity etc.

### **Suggested timeframe: 2 – 3 days (16 – 24 teaching hours) / workshop**

The timeframe of the actual workshop is decided together by the NO and the trainers, within the given possibilities.