

# VALUING DIFFERENCES

May 19, 2016 | 8:30 AM – 12 PM | KU 222

Audience: All Staff

*Today, the organizations with the greatest competitive advantage are those that create an inclusive environment that makes the most of their people's diverse experiences, ideas, and talents. Valuing Differences gives people effective skills and tools for exploring others' unique perspectives, understanding and leveraging people's inherent differences, challenging devaluing behavior, and creating an environment in which people's differences are respected and utilized.*

## PERFORMANCE OBJECTIVES

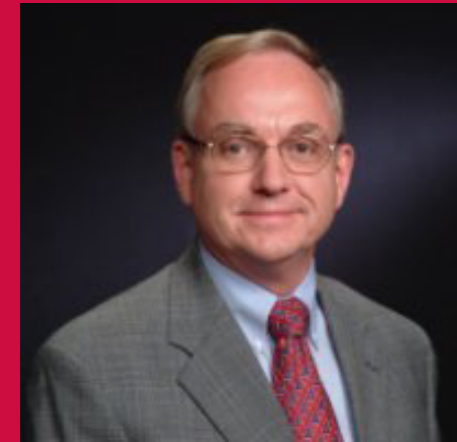
- Contribute their unique styles, abilities, and motivations to ensure the success of their work group and organization.
- Encourage others to contribute their unique styles, abilities, and motivations.
- Work more collaboratively and productively with people who have a variety of styles, abilities, and motivations.
- Leverage the talents of their coworkers to achieve better results.
- Contribute to a climate in which people's differences are respected and utilized.

## COMPETENCIES DEVELOPED

- **University of Dayton:** Personal Character (Develops Professional and Technical Skills), People/Interpersonal (Uses Inclusive Decision-Making)
- **NASPA/ACPA:** Equity, Diversity and Inclusion; Leadership
- **Marianist Administration:** Organizational Processes (Person-Centered)

## REGISTRATION

Register online at the Student Development staff page on OrgSync.com.



## ROGER FORTMAN

Roger Fortman has been a consultant, trainer and executive coach for more than 20 years, working with organizations across the United States and in Sweden. He provides training and consultation in strategic planning, leadership development, change and culture management, team building, generations, diversity, behavioral interviewing, and conflict and stress management. Fortman is a qualified/certified trainer in AchieveGlobal (Zenger Miller), DDI including Targeted Selection, DiSC Indra and Myers-Briggs Personality Types. He is also a national executive coach for the National Hospice and Palliative Care Organization. Fortman has taught courses at the University of Dayton and Wright State University.

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