

Creating and supporting an inclusive workplace

NRECA Supervisor and Manager Development Program #751

Nov. 6, 2024

The Cooperative Center
NDAREC headquarters
3201 Nygren Drive NW | Mandan, N.D.

REGISTRATION INFORMATION

Online registration is available at <https://www.ndarec.com/ndarec-education-programs>. The registration deadline is **Oct. 22**. The registration fee is \$495/person and includes the continental breakfast, two refreshment breaks and lunch. No advance payment is necessary.

BILLINGS AND CANCELLATIONS

If you need to cancel registration, please let Pamela Clark-Stein know at least 48 hours in advance of the program. In case of a no-show, your cooperative may be billed a \$50 cancellation/person.

SPECIAL DIETARY NEEDS AND OTHER ACCOMMODATIONS

Please notify Pamela via email at pstein@ndarec.com of any dietary restrictions such as food allergies, gluten-free options and other special accommodations needed. A minimum of 48 hours advance notice is requested.

HOTEL ACCOMMODATIONS

For your convenience, a block of sleeping rooms is reserved for Tuesday, Nov. 5 and Wednesday, Nov. 6, at the hotels listed below. The reserved room block is for two nights for those who plan to attend the Nov. 6 seminar and Nov. 7 seminar, "NEST Approach for Leading Others to Success."

Comfort Inn & Suites, 1516 27th St. N, Mandan
[Reserve online](#)

Call 701-204-6712 to make your room reservation.
Reserved room block: REC Supervisory Program #751
Release date: Oct. 21

Baymont Inn & Suites, 2611 Old Red Trail, Mandan
Call 701-663-7401 to make your room reservation.
Reserved room block: REC Supervisory Program #751
Release date: Oct. 22

SCHEDULE AT A GLANCE

8:30 - 9 a.m.	Continental breakfast
9 a.m. - 12 p.m.	Seminar in session
12 - 12:45 p.m.	Group lunch
12:45 - 3:45 p.m.	Seminar in session
3:45 p.m.	Evaluations and adjournment

COURSE OVERVIEW

This course is structured around the proprietary COLORS Paradigm™, which stands for Culture, Objectives, Lessons, Opportunities, Resilience and Safety. Through engaging activities and group discussions, participants will learn strategies for creating and supporting a workplace culture that values and supports all individuals. The course aims to empower participants to promote diversity, equity and inclusion in their workplace and communities, ultimately fostering unity and collaboration.

LEARNING OBJECTIVES

- Introduction to the COLORS Paradigm™
- Unity contributions to team effectiveness
- Definition of diversity, equity and inclusion (DEI), and its importance in the workplace
- Implicit bias and its impact on workplace interactions
- Understanding power and privilege in the workplace
- Cultural humility and common challenges
- Strategies for building cultural competence and increasing inclusion
- Effective communication strategies for promoting understanding and inclusion among team members
- Addressing workplace discrimination and harassment
- Strategies for creating a more inclusive and welcoming workplace culture

MEET THE INSTRUCTOR



Michael Dorsey is a speaker, author, entrepreneur and coach. Since his days as a national champion in collegiate speech, Michael has been captivating audiences with his engaging and dynamic style. His areas of expertise include personal branding, leadership development and empowerment.

Michael currently resides in Baltimore, Maryland, where he works as a speaker and college professor, and serves on the preaching staff at Mount Pleasant Church and Ministries. He earned a Bachelor of Arts degree in Organizational Communication from Cedarville University in Ohio. He has also appeared on NBC's "Today" show, "Access Hollywood" and "The Tom Joyner Morning Show."