



**Two-Day Workshop | October 12-13, 2010 | 9:00 a.m. to 4:00 p.m.**

## *Managing Differences through Workplace Inclusion*

**Deborah Van Huis, MS**

### **Workshop Description**

In a business world where employees are expected to do more with less and bring rain during droughts, it is imperative that resources are managed effectively. In most organizations, compensation accounts for 60 – 80% of expenses. That is why managers who want to be successful and coworkers who want to get promoted must search and discover the value that fellow team members possess. Often, finding greater value in your workforce requires working with individuals who come from very different backgrounds or represent diverse points of view. These team members may be different in physical appearance, psychological makeup and often possess unique untapped skills. Differences may also cause conflict within the organization. If not well managed, diversity can lead to disruption or dissention as groups move toward “us vs. them.” This may ultimately lead to lost time and productivity, not to mention legal action and lawsuits. *Managing Differences through Workplace Inclusion* gives the participant a top line understanding of how to capitalize on the value of differences and how to turn that increased productivity into increased revenue, lower costs and improved workplace dynamics.



### **About the Speaker**

Deborah Van Huis, principal of Expertise On Demand, has over 20 years experience in entitling and constructing communities, and in general business project management. She has a wide range of practical experience from working as a project engineer for an underground utility company to successfully obtaining financing and entitlements for land development projects. Deborah earned an MS in Administrative Leadership and has since developed several educational and training programs. She continues to teach while

providing clients with management services.

### **Continuing Education Credits**

This workshop is offered for 1.2 CEUs

### **Cost**

\$395 (or \$425 after September 28, 2010)

### **Location**

University of Redlands | San Diego Campus  
Centrum Complex  
9040 Friars Road, Suite 310  
San Diego, CA 92108  
(619) 284-9292 (for directions)

### **To Register**

[Redlands.edu/ContinuingStudies](http://Redlands.edu/ContinuingStudies)

### **For more information**

[Info-scs@redlands.edu](mailto:Info-scs@redlands.edu)  
(909) 748-8868

### **About the University of Redlands**

University of Redlands is a private liberal arts and sciences university consistently ranked among the best universities in the nation by *U.S. News & World Report*. Since the university's founding in 1907, Redlands has emphasized academic rigor, personal development and interdisciplinary studies. An Education + culture of elevated learning provides students with a holistic education that results in a unique life transformation.

Redlands students learn equally about service, commitment, life and the world.