

Taste 4 Success

Skillnet



Online Masterclass Series 2022

Masterclass 1 A Framework for Sustainable Workplace Wellbeing

Wednesday: 25 May

Time: 10am -1pm

Registration Deadline: 18 May

Register: tinyurl.com/T4S-Mclass22-1

Masterclass 2 Diversity and Unconscious Bias

Wednesday: 22 June

Time: 10am -1pm

Registration Deadline: 15 June

Register: tinyurl.com/T4S-Mclass22-2

Tangent Trinity's Ideas
Workspace



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

taste4successkillnet.ie

Masterclass Series

Leading Innovation

through empathetic, inclusive and collaborative practices



Why a Leading People Innovation series?

Innovation is the currency of the future. It can help organisations stay agile, take risks and maintain competitive advantage. A culture of innovation is one where fresh perspective is encouraged, where it is permitted to challenge the status quo and where new insights are celebrated and rewarded. Innovation processes are most effective when carried out by remaining competitive in a post-pandemic world. This programme supports people managers to lay the foundations of an innovation culture within their organisations.

Innovation can be messy and can require a degree of comfort with ambiguity. There are tools, processes and frameworks to guide us, but the most important element of any innovation is the people that drive it. Innovation comes about through the cross fertilisation of disciplines, talent and experience. This environment should be conducive to teams synthesizing diverse and sometimes competing ideas and articulating these in engaging and meaningful ways. On this programme, leaders will learn to create the environment for this to happen in a productive and positive manner.

Who is this series for?

This programme is designed for mid-senior leaders who have an ambition or remit to become innovation ambassadors within their organisation. It is particularly suited to those wishing to provide space for new ideas through empathetic, inclusive and collaborative leadership practices. The programme does not assume any prior knowledge or training in the subject areas.

How is this series unique?

This programme recognises that Innovation is not just about the tools and processes, it focuses on people, talent, and it starts with you.

There is a maximum of 20 places.

Eligibility Criteria:

- *Member Company must be registered and based in Ireland
- *Member Company must be a member of Taste 4 Success Skillnet
- *Employees attending the series must be resident/living in Ireland and must be employed by a Member Company.

Participants will receive a certificate of completion and become professional alumni of Tangent, Trinity's Ideas Workspace.

Cost for Non-members €80. For further information, please email Breda Barber at info@taste4success.ie or Shay Butler at Shay.Butler@tcd.ie
Masterclass 1 Registration tinyurl.com/T4S-Mclass22-1
Masterclass 2 Registration tinyurl.com/T4S-Mclass22-2

Masterclass 1

A Framework for Sustainable Workplace Wellbeing

It is well established that a healthy workforce is a happier one, with low levels of absenteeism and greater productivity. Never has this been more relevant than in the wake of the Covid-19 pandemic. Employers across the public and private sector are developing 'healthy workplace' policies to support the health and well-being of their employees.

Workshop title	Framework for Sustainable Workplace Wellbeing
Date	May 2022
Time	1 x half day (3 hours)
Location	Tangent, Trinity's Ideas Workspace
Co-ordinator	Tangent co-ordinator

Learning objectives

On completion of the Masterclass, you will be able to:

- Recognise the difference between a sustainable wellbeing programme and random acts of wellness;
- Apply a structured framework for embedding a culture of health in the workplace;
- Grow leadership support and buy in over time for the wellbeing agenda;
- Identify the data required and the measurement tools needed to inform your wellbeing decision making.

Aims

This session will introduce an evidence based 8-step framework for designing, implementing, improving, and sustaining a workplace well-being programme. Many Irish organisations have an annual programme of 'random acts of wellness' in place, which cannot be measured and lead to no tangible benefits for employees or the organisation. This masterclass will highlight what constitutes an effective well-being programme and how a properly crafted programme can boost not only the health of your colleagues, but also your organisation's bottom line.

Masterclass 2

Diversity and Unconscious Bias

Unconscious bias at work can have an impact on recruitment, promotion, staff development and even staff retention. It can lead to a less diverse and inclusive workforce. In order to promote diverse and inclusive workplaces, it is essential that employees understand how unconscious bias can impact decision making at an individual and organisational level. In this session you will explore what diversity means in a modern work environment. You will examine evidence that highlights the impact of unconscious bias in order to build a more inclusive organisation. You will explore inclusive decision-making and learn how to mitigate the harmful impact of unconscious bias.

Workshop title	Diversity and Unconscious Bias
Date	June 2022
Time	1 x half day (3 hours)
Location	Trinity's Ideas Workspace
Co-ordinator	Tangent co-ordinator

Learning objectives

On completion of the Masterclass, you will be able to:

- Identify bias in your own thinking and decision-making and develop strategies for managing it;
- Recognise the role that unconscious bias plays in modern work environments;
- Apply tools and techniques to help alleviate bias and lessen its influence on individuals and teams;
- Develop a more inclusive and diverse workplace culture that ensures equitable access to resources and opportunities for all.

Aims

This session provides a comprehensive understanding of Unconscious Bias, Diversity and Inclusion. It explores these concepts from a range of perspectives and contexts. It introduces tools and techniques to help identify bias in decision-making and the impact on individuals, teams and organisations.



For further information visit www.taste4success.ie or email
Breda Barber at info@taste4success.ie.

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An Roinn Breisoideachais agus Ardoideachais,
Taighde, Nuálaíochta agus Eolaíochta
Department of Further and Higher Education,
Research, Innovation and Science

