



DIVERSITY AWARENESS PROGRAMMES

Stening Consultancy Ltd. offers a portfolio of management development/personal effectiveness programmes and consultancy services helping managers and teams, across a range of business sectors, improve effectiveness, productivity and performance. As most organisations today operate in a competitive climate, we will work in partnership with you to strengthen management capability, enhance employee job satisfaction and ensure your policies are compliant with current legislation and industry good practice.

Committed to equity at work, Stening Consultancy provides high quality, professional services which offer your organisation and its people added value. Our range of services includes:

Management Development Programmes, Personal Effectiveness Programmes, Consultancy, Diversity Awareness Programmes, Mediation Services and Coaching for SMEs.

DIVERSITY AWARENESS

We live in a multi-ethnic, multi-lingual and culturally diverse society where the population is ageing. Therefore it makes sound business sense to ensure that organisations are recruiting from the widest possible pool of talent. Having recruited the best it makes sense to retain and motivate your employees through policies, procedures and management practices that explicitly values them.

Stening Consultancy offers further training to organisations in equity at work and managing diversity. In addition, we can audit your equity at work policy and procedures to ensure compliance with legislation and industry good practice. The focus will be on fully implementing equity at work and promoting the benefits of diversity throughout the organisation.

Stening Consultancy's Diversity Awareness Programmes can provide:

- Positive action training for women, men and/or minority ethnic staff
- Coaching for managers responsible for implementing diversity at work
- Interview skills and diversity awareness training
- Effective communication skills training to develop an inclusive workplace

Stening Consultancy is a signatory to Ethics and Equality – the voluntary code of practice of Equality and Diversity Practitioners.

Key benefits include:

- Improved diversity awareness
- Increased staff retention
- Fewer staff grievance cases
- Less work related stress and possible litigation
- Improved performance and increased productivity
- Improved relationships

**Principal Consultant/
Managing Director
Letitia Stenning B.ED (Hons) MBA**

Letitia's career spans extensive periods as an educator, and then as head of education personnel for two local authorities. Prior to establishing Stenning Consultancy in 2001, Letitia was assistant director (training and development) for a national charity. As a firm believer in lifelong learning Letitia also has a diploma in personnel and employment law, diploma in stress management, certificate in teaching drama and most recently completed her master practitioner certificate in NLP (Neuro-Linguistic Programming).

Letitia has a daughter at university and is actively involved in her local community on a voluntary basis.

Associate Consultants

We have a team of associates who are friendly, skilful and with several decades of experience to meet your development needs.

**Office Manager
Jenny Welch**

Jenny has always enjoyed a life which involved interaction with lots of people and has spent many years as the personal assistant and chief administrator to the director of a large voluntary organisation working with people of all ages. Jenny has also enjoyed time as a secretary as a civil servant and a professional squash coach.



“There is a better understanding of the impact of interview panel composition to form more balanced panels, especially relating to race and gender.”

HR Officer, London Local Authority

“The course made me look at stereotyping and how to overcome it. The role-play exercise was excellent, very educative.”

Team Leader, London Local Authority



**Stenning Consultancy
People Developers**

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