



# Diversity Management Training Offering

---

[WWW.54TWENTYFOUR.CO.ZA](http://WWW.54TWENTYFOUR.CO.ZA)

**54** TWENTY  
FOUR



# Working Better Together Across Difference

## THE WORKPLACE BRINGS DIVERSE PEOPLE TOGETHER — MORE THAN EVER BEFORE

Modern teams include people of different races, genders, generations, socio-economic backgrounds, disabilities, sexual orientations, and more. This diversity challenges traditional norms around how we work, lead, and collaborate across differences.

When well-managed, diversity fuels innovation, improves decision-making, and strengthens team performance. When ignored or mishandled, it can lead to conflict, mistrust, disengagement, and higher turnover.

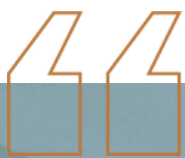
The key question is no longer: “Do we have to deal with diversity?”

But rather: “How do we lead and manage diversity in ways that unlock its full potential?”

At its core, diversity is about inclusion and exclusion — about who gets to participate, be heard, feel valued, and thrive.

To realise its full value, organisations must intentionally design systems and behaviours that support fairness, belonging, and success for all. Ignoring diversity weakens culture and performance. Embracing it builds strength, resilience, and new thinking.

**Our diversity management training gives clients a clear, practical framework to lead inclusively and embed inclusion into everyday decisions and systems.**



We have so much wisdom to gain by learning to understand other people's culture and permitting ourselves to accept there is more than one version of reality.

LOUIS MENAND



# Our Diversity Management Training Offering

We partner with clients on their diversity management learning journeys by offering one-day workshops and comprehensive learning programmes. Our offerings are tailored to clients' needs, budgets, and organisational realities. We deliver the training in face-to-face, hybrid, and fully digital formats.

While we do offer tailored training, we also have tried-and-tested off-the-shelf training workshops:

OFFERING	DESCRIPTION
<b>Diversity Management Foundation: Two-Day Workshop</b>	This practical and engaging workshop introduces participants to the core concepts of diversity management through interactive activities and group learning. Delegates will leave with a workbook and a clear, practical inclusion framework they can apply directly in their teams and workplaces.
<b>Inclusive Leadership Programme: 6-Month Masterclass Series</b>	This programme consists of six full-day masterclasses delivered over six months. Delegates will learn a practical inclusion framework and receive ongoing support to apply it in their teams and workplaces. By the end of the programme, participants will have developed personal inclusive leadership habits and implemented inclusive structures that support long-term impact.
<b>Courageous Conversations One-Day Workshop</b>	Participants learn skills for engaging in courageous conversations. Through interactive activities, they practice self-regulation, listening openly, and speaking honestly and respectfully about difficult topics.
<b>Transforming Meetings to be Inclusive: Two-Day Workshop</b>	Participants learn how to participate in and facilitate inclusive meetings. They learn how to ensure every voice is heard and diverse thoughts are valued. In this 2-day workshop, participants learn to establish psychological safety, fully engage everyone's intellect, facilitate respectful discussions, encourage diverse perspectives, and make quality decisions.



54TwentyFour, facilitated a 6-month leadership programme for our senior leadership group to equip them with tools on leading a diverse workforce inclusively. The programme aimed to drive sustainable behaviour change in leadership, and change brand perceptions amongst our trainee cohorts.

After the programme, we saw an observable positive impact on senior leader and trainee interactions, as well as considerable shifts in the data which suggested improvement in perceptions of diversity, equity, and inclusion.

PELELA LAMANI | SENIOR HR MANAGER | MAZARS

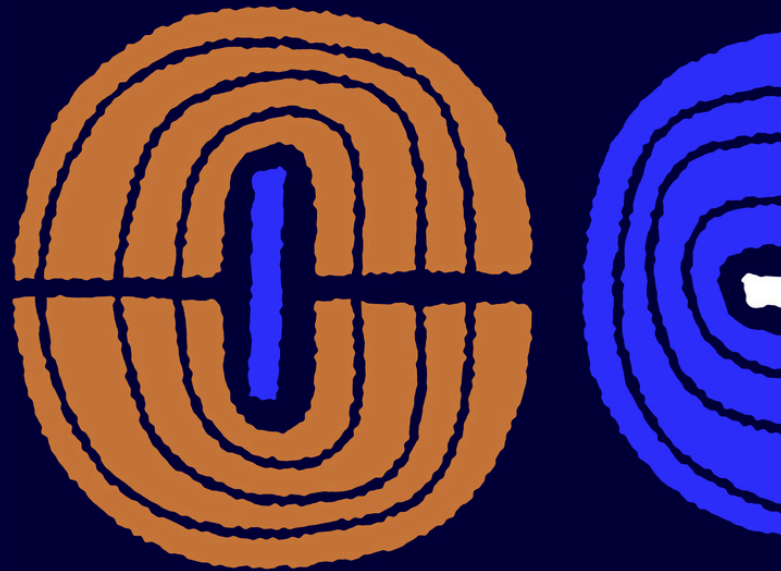




# About Us

54TwentyFour is a diversity, equity, and inclusion consultancy specializing in inclusive employee experience design, coaching, training, and learning programmes.

Our mission is to support organisations in creating inclusive environments that unlock the full potential of their diverse workforce.



Some of our previous and current clients:



We have been featured on:



# Our Story



“5424 (54TwentyFour) is the street number of my childhood home in Orlando East, Soweto. Growing up in a low-income community, I witnessed first-hand the challenges of unemployability, teenage pregnancy, alcoholism, and other social issues that persist in South Africa. Today, I find myself in a better place, partly due to the transformative social changes that unfolded during the 90s.

Growing up in the 90s, I witnessed a remarkable period in South Africa marked by our first democratic election, which saw Nelson Mandela become the nation's first black president, and the acceptance of our constitution. These milestones instilled in me a profound sense of hope for equity and inclusion.

I founded 54TwentyFour when I realized that, despite changes in laws and an increased intolerance for discrimination, there remained an ongoing need to create inclusive workplaces that embrace diversity and enable social progress.”

**JULIA MAKHUBELA**





# Thank you.

---

LEVEL 1 B-BBEE CONTRIBUTOR

---

INFO@54TWENTYFOUR.CO.ZA  
54TWENTYFOUR.CO.ZA

54 TWENTY  
FOUR

