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| Hiring a diverse workforce can be fairly simplistic: you simply hire a certain percentage of women, minorities, younger and older workers, and those with disabilities. However, obtaining a diverse population by percentage does not necessarily result in an inclusive, harmonious workforce. Creating this type of working is the focus of your Final Project, which naturally requires you work with some of your fellow class members as a team.  Your team has been tasked with researching, and detailing, the strategies an organization can utilize to create a more inclusive, harmonious workplace. Work on the Final Team Project is completed in three stages: Overview, Bibliography, and the Final Project.  **Overview**  In Week 3 provide a brief overview of the progress of your Final Project. Your overview should include the stated need of your training and development program (the needs assessment) along with a brief discussion of your proposed training and development program.  The Final Project Overview should be 1-2 pages and be presented in either a detailed, concise format (an example would be an abstract, though it is not necessary). The intention of your Overview is to relay the principle approach of your Final Project so the instructor can provide constructive advice as you move to finalize your paper.  **Bibliography/Research Overview**  In Week 7, provide a bibliography of your Final Team Project. This bibliography includes the APA-cited presentation of your research along with a brief paragraph detailing the research obtained from that site and, specifically, how that researched information addresses the central points/tenants of your assignment. The bibliography must be approximately 1-2 pages and summarize the findings identified in your research.  **Final Team Project**   Your Inclusion Project should have, at a minimum, the following components:  Part 1: Discuss the benefits and advantages of creating an inclusive and harmonious workplace.  Part 2: Discuss the barrier and impediments to creating an inclusive and harmonious workplace. Additionally, discuss any disadvantages that may result from a diverse, inclusive, and harmonious workplace (using one example, employees may refrain from challenging their fellow co-workers for fear of creating divisiveness).  Part 3: Research and present at least three (3) strategies an organization should consider to create a more inclusive, harmonious workplace. Ensure you properly cite the source of these strategies, including the result or repercussions of using these strategies at other organizations.  Part 4: Finally, discuss the challenges an organization may confront as they move to change/modify their culture to create a more inclusive, harmonious workplace. Additionally, propose an approach the organization should consider to minimize staff resistance and obtain a broader acceptance/participation from employees who have not necessarily welcomed a diverse workforce.  Research information related to diversity, inclusion, and effective workplaces. Fortunately, there is a growing base of theory, research, and practical experience related to this subject, though some of the information may not be readily available in course materials, requiring you to research contemporary management trends in the public sector. Research and utilize at least four citations within your Final Project.  The final project should be 5 to7 pages.  Clarity of expression is all-important. Good business papers are carefully written and revised. They use the English language correctly. Do not forget to proofread all papers before you submit them; poor writing may very well lead to questionable credibility. Do not let others get the wrong idea about you just because of an error or two. Professionalism, grammar, and spelling are considered as criteria for grading, to include proper APA for all sources used, and include headings in the work to identify each area discussed.  **Teams**  The instructor will create the teams of 3-5 students by the end of the first week, depending on class size. If not notified by Wednesday of Week 1 email your instructor.  **Evaluation**  Each student completes a [Team Evaluation Form](http://sullivan.angellearning.com/AngelUploads/Content/HRL630XMASTERCOURSE-14/TeamEvaluation.docx) and a [Team Member Evaluation Form](http://sullivan.angellearning.com/AngelUploads/Content/HRL630XMASTERCOURSE-14/TeamMemberEvaluation.docx) and submits these to the instructor when the Final Project is complete. The Evaluation Form evaluates each student’s participation in the Team Project and is incorporated into each student’s Final Project grade. Therefore, it is important that each student participate fully in the Final Project, and the teamwork associated with the project, so that they achieve high Evaluation scores from their fellow team members. (Note that there are two forms, one evaluating at the team level, one evaluating individual team members.)  This evaluation is required and is considered as part of your team project grade (both completion of this form and what is said). All input is confidential so be honest about how the team performed and how members contributed (or not) as the work progressed. Any one individual's input will *not* cause a team member to fail or to lose points per se (as personalities, behaviors,  and opinions vary) but multiple, similar comments about an individual's performance may lead to reduction of their grade for failure to participate fully, or effectively, in a team.  **Due Dates**   |  |  | | --- | --- | | Week 4 | Overview | | Week 7 | Bibliography | | Week 10 | Final Paper |   Spend the first week familiarizing yourself with the assignment, interacting with your new team members, and identifying the strengths and weaknesses of each team member. |