



# Utilise the A Taste of Harmony discussion guides



Perhaps you are a team leader looking for a way to bring people together. Maybe you've noticed a behaviour in the team that doesn't sit comfortably with you, or perhaps at times in your working life, you've been treated differently because of the way you look or your beliefs?

Everyone has the right to feel empowered to bring their whole self to work. A Taste of Harmony provides an ideal opportunity to initiate important discussions about cultural diversity in the workplace and navigate your way through the common challenges we sometimes face. Ultimately, you may decide to agree to a team charter for all team members to embrace and follow.

Here at A Taste of Harmony we believe that real change starts with meaningful conversations. But we also acknowledge these conversations can be difficult to start. We invite you to explore our discussion guides designed to support teams in both large and small businesses.

Some of the scenarios we cover include:

- Many people look forward to the team's Christmas lunch and planning often begins weeks in advance. But what happens as the team grows or changes? It may include people from many different cultures and celebrating Christmas might not resonate with everyone, causing division rather than union.
- More than one-fifth of Australians speak a language other than English at home. What happens when languages other than English are spoken in the work setting? Could this be considered offensive, or even alienating because not everyone can understand what is being said? How should management address it?
- Practise appreciation and learn how to uncover talent. People whose diverse range of skills are unknown or unrecognised can be inadvertently 'hidden' in the workplace, to the detriment of innovation and growth that different cultural insights bring. Learn how to welcome people's cultural identities and show they have relevance at work.

