

## Driving Strategic Diversity & Inclusion

*Munich (Germany)*

*28 April - 2 May 2025*

UK Training

# PARTNER



## Driving Strategic Diversity & Inclusion

Code: HR28 From: 28 April - 2 May 2025 City: Munich (Germany) Fees: 4400 Pound

### Introduction

Welcome to the Advanced Course on Driving Strategic Diversity & Inclusion. In today's globalized and diverse business environment, organizations increasingly understand the importance of fostering inclusive cultures and leveraging diversity to drive innovation, enhance employee engagement, and achieve business success. This course is designed to equip you with a comprehensive understanding of the latest advancements, strategies, and best practices in strategic diversity and inclusion management within organizations. By the end of this course, you will possess the knowledge and skills needed to lead and implement effective diversity and inclusion initiatives that foster positive change in your organization.

### Course Objectives

- Understand the strategic importance of diversity and inclusion in creating impactful organizational change.
- Explore the latest research and best practices in diversity and inclusion.
- Develop a strategic business case for diversity and inclusion that aligns with your organization's goals.
- Learn how to design and implement a strategic diversity and inclusion framework that supports organizational growth.
- Gain insights into effective strategies for attracting, retaining, and developing diverse talent.
- Enhance cultural competence and understand the role of unconscious bias in the workplace.
- Identify and address barriers to diversity and inclusion.
- Foster an inclusive and equitable culture that encourages employee engagement.
- Leverage diversity to drive innovation and business growth.
- Develop metrics to measure and evaluate the effectiveness of diversity and inclusion initiatives.

### Course Outlines

#### Day 1: Introduction to Strategic Diversity & Inclusion

- Understanding the strategic impact of diversity and inclusion and the importance of investing in them.
- Exploring the influence of diversity on organizational performance.
- Reviewing current trends and best practices in diversity and inclusion.

#### Day 2: Designing a Strategic Diversity & Inclusion Framework

- Assessing organizational readiness for diversity and inclusion.
- Developing a strategic plan that reflects the organization's goals and values.
- Aligning diversity and inclusion objectives with overall organizational strategies.

#### Day 3: Attracting, Retaining, and Developing Diverse Talent

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**

- Inclusive recruitment and effective hiring practices.
- Creating an inclusive onboarding and retention process to promote sustained engagement.
- Building diverse talent pipelines and planning for inclusive succession.

#### Day 4: Building an Inclusive Organizational Culture

- Understanding unconscious bias and its influence on organizational decisions.
- Enhancing cultural competence and awareness across the workforce.
- Promoting inclusive leadership to foster a culture of engagement and inclusion.

#### Day 5: Measuring and Evaluating Diversity & Inclusion Initiatives

- Developing key metrics and evaluation strategies for assessing diversity initiatives.
- Conducting diversity audits and assessing the impact of diversity and inclusion efforts.
- Continuously improving and adapting diversity and inclusion strategies to ensure sustainable impact.

#### Conclusion

Upon completion of this course, participants will have the skills to develop comprehensive diversity and inclusion strategies that align with organizational innovation and strategic impact. The course emphasizes the benefits of diversity in leadership and its role in enhancing team performance, offering practical tools for creating an inclusive culture that supports sustainable growth and competitive advantage.

## Blackbird Training Cities

### Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)  
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### Africa



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training  
**PARTNER**

## Blackbird Training Cities

### Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



UK Training  
**PARTNER**

## Blackbird Training Categories

### Management & Admin

Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



 International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom

 +44 7401 1773 35  
+44 7480 775526

 [Sales@blackbird-training.com](mailto:Sales@blackbird-training.com)

 [www.blackbird-training.com](http://www.blackbird-training.com)

UK Training  
**PARTNER**

