BLACKBIRD FOR TRAINING

Driving Strategic Diversity & Inclusion

Istanbul (Turkey)

12 - 16 October 2025

UK Traininig

PARTNER

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Driving Strategic Diversity & Inclusion

Code: HR28 From: 12 - 16 October 2025 City: Istanbul (Turkey) Fees: 3900 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

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- 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.

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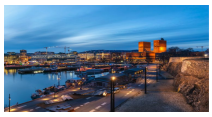
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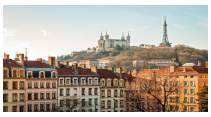
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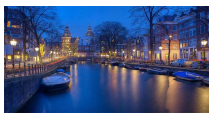
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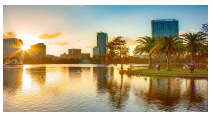
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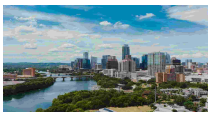
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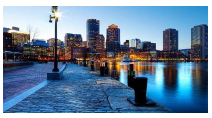
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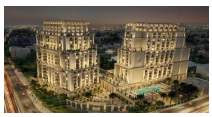
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