

Driving Strategic Diversity & Inclusion

Kigali (Rwanda)

9 - 13 March 2026

UK Training

PARTNER



Driving Strategic Diversity & Inclusion

Code: HR28 From: 9 - 13 March 2026 City: Kigali (Rwanda) Fees: 3300 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 strategic 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 diversity and inclusion practices 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 and drive strategic impact in your organization.

Course Objectives

- Understand the Strategic Importance of Diversity and Inclusion: Explore the significance of strategic diversity management in creating impactful organizational change.
- Explore Best Practices in Diversity and Inclusion: Learn about the best diversity and inclusion practices and how they can transform organizational culture.
- Develop a Strategic Business Case: Build a compelling corporate diversity strategy that aligns with your organization's goals and values.
- Design and Implement Strategic Frameworks: Learn how to create a strategic diversity and inclusion framework that supports organizational growth and innovation.
- Attract, Retain, and Develop Diverse Talent: Gain insights into inclusive leadership strategies for building diverse talent pipelines and fostering career development.
- Enhance Cultural Competence: Understand the role of unconscious bias and develop strategies to build an inclusive workplace.
- Address Barriers to Diversity and Inclusion: Identify and remove obstacles to inclusion, fostering a culture of equity and engagement.
- Leverage Diversity to Drive Innovation: Utilize diversity in leadership to promote creativity, collaboration, and strategic innovation.
- Measure and Evaluate Initiatives: Develop metrics to assess the benefits of diversity in leadership and the effectiveness of inclusion strategies.

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 in leadership on organizational performance.
- Reviewing current trends and diversity and inclusion best practices.

A graphic of a chessboard with several chess pieces (a king, queen, and pawns) in the foreground. The text 'UK Training' is in a small font above the word 'PARTNER' in a large, bold, black sans-serif font.

UK Training
PARTNER

Day 2: Designing a Strategic Diversity & Inclusion Framework

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

Day 3: Attracting, Retaining, and Developing Diverse Talent

- 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 decision-making.
- Enhancing cultural competence across the workforce.
- Promoting inclusive leadership strategies to foster a culture of engagement.

Day 5: Measuring and Evaluating Diversity & Inclusion Initiatives

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

Why Attend this Course: Wins & Losses!

- Gain comprehensive knowledge on driving strategic diversity and inclusion.
- Learn how to design a corporate diversity strategy that aligns with business goals.
- Develop practical skills to build an inclusive workplace and foster innovation.
- Understand the benefits of diversity in leadership and how it drives team performance.
- Acquire tools for measuring and evaluating the strategic impact of inclusion initiatives.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, sans-serif font.

UK Training
PARTNER

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 building an inclusive workplace that supports sustainable growth and competitive advantage.

Get ready to lead your organization's transformation with confidence and create lasting impact!

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)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)
(Switzerland)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich



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)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



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

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS Kuwait Foundation for the Advancement of Sciences KFAS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
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

Artificial Intelligence (AI)
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

 www.blackbird-training.com

UK Training
PARTNER

