BLACKBIRD FOR TRAINING

Driving Strategic Diversity & Inclusion

13 – 17 September 2027
Düsseldorf (Germany)



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Driving Strategic Diversity & Inclusion

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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.

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.

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!

