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HUMAN RESOURCES AND TRAINING | HRT-027

Diversity & Inclusion in the Workplace

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Course content

Why Attend

Why Choose Diversity & Inclusion in the Workplace Training Course?

Diversity and inclusion have positively permeated the world of business. As the world moves ahead, the workplace will evolve — not just in terms of technological revolution, but also in terms of the composition of the workforce.

The benefits of diversity and inclusion have evolved from that of compliance, to that of strategy that can be leveraged upon.

This is evidenced by High Performing Organizations that champion diversity and inclusivity and are concurrently rewarded by the ethical growth of their employer value proposition (EVP).

The critical importance placed on workplace diversity and inclusion primarily results from the recognition that improved diversity can result in increased creativity and innovation, which increases performance.

This definitive training course, 'Diversity & Inclusion in the Workplace' builds the business case and establishes the key process to define a diverse and inclusive workplace via global benchmarks and best practices.

This Diversity & Inclusion in the Workplace training course will feature:

- Understanding Diversity and Inclusivity
- Building a business case for Diversity
- Communicating the benefits of Diversity
- Identifying role-model behaviors and language
- Creating a Culture of Inclusion
- Developing diversity focused supervisors and employees
- Linking Diversity strategies to the long-term success of an organization

What are the Goals?

By the end of this training course, participants will be able to:

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Why Attend

- Become an inclusive catalyst that drives change within the workplace
- Develop a comprehensive strategy to implement Diversity and Inclusivity
- Develop practical strategies to enhance a balanced and harmonious workplace
- Develop positive and inclusive behaviors and language
- Develop a sustainable Action Plan to ensure continued success

Who is this Training Course for?

This Diversity & Inclusion in the Workplace training course is applicable to any person actively involved or considering developing a structured and comprehensive approach to implementing the Diversity Initiative via clear identification of business need, strategic process, culture analysis, behavioural change and sustainability. This Intermediate level course will greatly benefit those who are focused on developing the business case for this critical resolve for the sustained growth and success of the organization.

This Diversity & Inclusion in the Workplace training course is suitable to a wide range of professionals but will greatly benefit:

- Diversity Managers
- Human Resource Directors
- Human Resource Employee Relations Professionals
- Employee Engagement Professionals
- Business Owners
- Supervisors
- Any other individual who plays a contributing role within the culture of their organization

Course outline

Course content

Course outline

Day one: Building the Foundation of Diversity and Inclusion

- Understand what Diversity and Inclusion (D&I) are and why they are critical to mission accomplishment
- Diversity and Globalization
- Benefits of Diversity
- The Business Case for D&I
- Assessing Organizational Gaps in meeting D&I goals
- Costs and Challenges of Diversity

Day two: The Diversity Strategy

- Planning for Success
- Defining the D&I Strategy
- The Key Steps of the D&I Strategic Process
- Measurement and Evaluation
- Evolution and Integration

Day three: Impact of Behaviours and Language

- Explore unconscious biases and how behaviors are manifested from these preferences
- Understand the Language of diversity to be more inclusive with communication and behaviors
- Define inclusive and non-inclusive language
- Activating workplace scenarios to develop judgment around the appropriate language used to improve the workplace environment
- Resolving Conflict in a Diverse Workforce
- Communicating Across the Generation Gaps

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Day four: Creating a Culture of Inclusion

- Organizational Culture and Context
- Defining and Creating a Culture of Inclusion
- Aspects of Organizational Change – Policies, Individual and Managerial
- Individual Attitudes/Behaviors
- Managerial Skills and Practices
- Policies and Procedures to Promote Diversity

Day five: Sustaining Diversity

- Assessing 'What's Next'?
- Sustainability of the Diversity Initiative
- Measurements and Monitoring
- Inclusive Mentoring and Coaching
- Action Planning for Results
- Key Summary and Review

Seminar dates

Available seminar dates

Live dates and pricing for Diversity & Inclusion in the Workplace generated from the course details page.

Date	Location	Format	Fee
7 - 11 September 2026	Frankfurt - Germany	Classroom	**€2,600.-**
12 - 16 October 2026	Rome - Italy	Classroom	**€3,400.-**
9 - 13 November 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
14 - 18 December 2026	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 January 2027	Paris - France	Classroom	**€3,600.-**
15 - 19 February 2027	Frankfurt - Germany	Classroom	**€2,600.-**
15 - 19 March 2027	Barcelona - Spain	Classroom	**€3,080.-**
19 - 23 April 2027	Frankfurt - Germany	Classroom	**€2,600.-**
17 - 21 May 2027	Rome - Italy	Classroom	**€3,400.-**
21 - 25 June 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
19 - 23 July 2027	Barcelona - Spain	Classroom	**€3,080.-**
16 - 20 August 2027	Paris - France	Classroom	**€3,600.-**
20 - 24 September 2027	Frankfurt - Germany	Classroom	**€2,600.-**
18 - 22 October 2027	Barcelona - Spain	Classroom	**€3,080.-**
15 - 19 November 2027	Frankfurt - Germany	Classroom	**€2,600.-**
20 - 24 December 2027	Rome - Italy	Classroom	**€3,400.-**