

# aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-005

## Certified Inclusive Leadership and Diversity Management Specialist (CILDM)

### Contact

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### Address

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# Course content

## Why Attend

Understanding the strategic value of diversity and inclusion

Building inclusive leadership capabilities

## Course Methodology

## Course Objectives

## Target Audience

# Course outline

## Detailed course outline

Day-by-day outline for Certified Inclusive Leadership and Diversity Management Specialist (CILDM).

### Day 1 - 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 2 - 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

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### Day 3 - 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

### Day 4 - 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

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### Day 5 - 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 Certified Inclusive Leadership and Diversity Management Specialist (CILDM) generated from the course details page.

Date	Location	Format	Fee
18 - 22 May 2026	Barcelona	Classroom	€2,940
1 - 5 June 2026	Munich	Classroom	€2,975
8 - 12 June 2026	Kuala Lumpur	Classroom	€1,575
15 - 19 June 2026	Amsterdam	Classroom	€2,940
6 - 10 July 2026	London	Classroom	€2,975
20 - 24 July 2026	Paris	Classroom	€3,080
3 - 7 August 2026	Istanbul	Classroom	€2,940

**Live online option**

Online delivery is available at €1,250.