

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-027

Diversity & Inclusion in the Workplace

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Course content

Why Attend

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.

Course Methodology

Course Objectives

- 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

Target Audience

- 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.
- Diversity Managers
- Human Resource Directors
- Human Resource Employee Relations Professionals

Course outline

Detailed course outline

Day-by-day outline for Diversity & Inclusion in the Workplace.

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 Diversity & Inclusion in the Workplace generated from the course details page.

| Date | Location | Format | Fee |
|-----------------------|--------------|-----------|--------|
| 15 - 19 June 2026 | Paris | Classroom | €3,150 |
| 20 - 24 July 2026 | Frankfurt | Classroom | €2,275 |
| 3 - 7 August 2026 | Barcelona | Classroom | €2,695 |
| 7 - 11 September 2026 | Frankfurt | Classroom | €2,275 |
| 12 - 16 October 2026 | Rome | Classroom | €2,975 |
| 9 - 13 November 2026 | Kuala lumpur | Classroom | €1,575 |
| 14 - 18 December 2026 | Barcelona | Classroom | €2,695 |

Live online option

Online delivery is available at €1,250.