

Embedding DEI as a Cultural Norm

What techniques do you use to distribute the inclusivity message and cement DEI behaviours as part of the cultural fabric within your organisation? How can mindsets be shifted to create a more equitable and inclusive workforce? Is DEI viewed and valued similarly by everyone in your organisation?

This interactive workshop showcases modern approaches to embedding Belonging (diversity, equity and inclusion), while ensuring that participants leave feeling confident about entering conversations, introducing processes, and assessing strengths and development areas of both individuals and teams.

What is Involved

This one-day programme combines the 'Why' of DEI – what it is, what it isn't and why it matters – with the 'How' of DEI – practical tools to instigate DEI change and achieve performance results.

- DEI as a performance requisite
- Multi-level DEI requirements to help shift systemic challenges
- Developing DEI goals and a strategic plan
- Selecting talent
- Defeating prejudice
- Unconscious bias
- The equitable workplace
- Belonging: the inclusive employee experience
- DEI continuity

Who Is It For?

This programme is suitable for all, while offering practical guidance for those responsible for distributing the DEI message or acting as ambassadors to embed DEI practices as standard across all organisational initiatives.

Outcomes

This programme will prompt a shift in mindsets to bring about a culture of Belonging in the workplace.

- Identify gaps and opportunities in current DEI strategies
- Shift mindsets, behaviours and practices toward a performance workforce built on belonging
- Unlock collective intelligence and diverse talents
- Promote a workplace culture that values employee individuality, making space for acceptance and collaboration