



Diversity & Inclusion Champion Virtual Master Class & Certification

Create a Culture of Inclusion

With increased global competition, how do companies attract and retain the greatest talents from a diverse workforce?
And when we have succeeded hiring the best talents how do we create a culture of inclusion that makes them want to stay?

Since HR often are in charge of attracting, recruiting and retaining employees within your organization, they are in a perfect position to support the implementation of D&I trainings, programs, and initiatives. With the responsibility to create a cultural transformation within the organization, HR plays a critical role in the organization's success and sustainability.

The D&I Master Class equips HR professionals with latest research and science based knowledge and an efficient toolbox for implementing impactful D&I programs in the organization:

- Unconscious bias train-the-trainer - the knowledge and the tools
- The business case of inclusion, and diversity
- The drivers, enablers and barriers
- Creating results fast by basing D&I initiatives on data
- The four elements of the DISA Best Practice D&I Roadmap: Drive, Insights, Strategy and Action
- The 13 dos and 4 don'ts of creating gender balance at the top.
- The mechanisms and dynamics of privilege and power
- Individual roadmap for implementing the most impactful initiatives

Format:
Virtual facilitated webinar on Zoom

Dates 2021
Module 1: January 21st
Module 2: February 1st
Module 3: February 4th
Module 4: February 10th
Module 5: March 2nd
Module 6: March 4th
Module 7: March 9th
Module 8: March 18th

Time
1 pm – 3 pm CET

Language:
English

Fee:
€3,600 + vat if applicable

The D&I Champion program can be fitted into already existing D&I programs with a simple plug-and-play solution tailored to reach your company's goals

For more info please contact
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The 8 modules of the D&I Champion Program:



Module #1

Introduction to D&I

Digging into science, best practice and the latest research on Diversity Intelligence and the greatest enablers and barriers to inclusivity

- Identifying diversity parameters
- The business case for diversity
- The drivers and the barriers

Acquire the knowledge and tools to design and facilitate excellent and impactful training programs

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A very comprehensive course with an extraordinary amount of expert knowledge giving lots of food for thought about how to work with D&I in your own organization. I will definitely recommend this master class to others!”

*Tina Schelle, Communications Danish Composers' Society
- D&I Champion Nov. 2020*

Module #2

Identifying key elements in your organisation

- How to accelerate inclusivity by basing your initiatives on your own data from a gap analysis
- Inclusive Leadership – claim the future. How leaders and managers carry the key to transformational changes

Module #3

Unconscious Bias – all you need to know

- The greatest barrier to inclusivity is **unconscious bias**. Focus here is on uncovering the nature of unconscious bias and how it affects decision making-processes by diving into cutting-edge knowledge from the world of research; neuroscience, psychology, sociology and behaviour
- The concept of ‘covering’ cripples professional performance – how to create workplace environments where people feel comfortable being themselves

Module #4

Unconscious Bias – all you need to do

- Create customized ‘nudges’ (i.e. behavioural changes) for specific situations and in specific teams



Create a culture of inclusion in your company – and enhance talent attraction and innovation

Module #5

Creating gender balance I

- Accelerating gender balance. Enabling your organization to tap into the benefits originating from having gender balance on all levels

Module #6

Creating gender balance II

- Creating gender balance and inclusivity from top to bottom & the global war for talents – how to win
- Best practice; 13 things you should do to accelerate gender balance – and 4 things you shouldn't

Module #7

Mechanisms and dynamics of inclusion

- Identity, Power and Inclusion – the dynamics in teams and organizations
- Building trust and psychological safety in human systems

Module #8

The Best Practice D&I Roadmap

The 4 components of transformational changes:

- **Drive** – the business case and bottom line and the push from the top. Gap analysis – map the gaps and set the goals
- **Knowledge** – identify the solutions, the initiatives, the diversity dimensions, best practice, science and the stakeholders in your organization
- **Strategy** – design the right way for your organisation to meet your goals
- **Action** – implement the right solutions and follow up on results

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It was a great experience for me, I really enjoyed every module, and I'm back now with a lot of practical knowledge to implement in Chile”

Marilen, HR consultant, Chile

- D&I Champion Feb. 2020

METHODOLOGY

All 8 modules are developed specifically D&I Master Class by accomplished business executives, entrepreneurs and consultants with strong academic background. Materials used are research-based and practical methods are tried and tested. We use:

- Quantitative statistics and qualitative processes
- Experiential learning exercises developed by internationally renowned psychologists and actors
- Research based knowledge and latest social science



Take Away:
The Diversity & Inclusion Toolbox – allowing you to promote and implement successful strategies and innovative solutions

RESULT

- In order to gain both knowledge and skills as well as the ability to initiate a fundamental cultural change in the organization, participants in the D&I Master Class attain the following skills:
- The ability to attract and retain key employees and new talents
- Practically applicable knowledge of 'Diversity Intelligence' and the ability to balance goals and ambitions with personal values
- An understanding of what Diversity Intelligence is and what it can do for the organization as a whole - as well as the ability and the tools for managing teams with a high degree of diversity

Individually-organized strategies to ensure long-term, dedicated efforts in creating inclusive cultures in participants' own teams and organizations

Become familiar with cutting-edge methods in creating innovative solutions and results

“It’s not about what diversity adds, but about what homogeneity takes away”

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It’s the most comprehensive and qualitatively most demanding course I’ve seen so far on the topic of D&I !

I wish, I had visited your Masterclass two years ago when I started to work on this topic and designed the lectures for my business master students.

I would definitely recommend the Masterclass to HR Managers and D&I Managers working in multicultural companies, as well as to change agents and consultants facilitating D&I in their organizations!"

Aleksandra Darul, D&I Expert, Germany

- D&I Champion Feb. 2020

THE LIVING INSTITUTE TEAM:

Kasper Jelsbech Knudsen, With a PhD in anthropology and a background in neuroscience, Kasper specializes in cross-cultural collaborations and the workings of our unconscious brain in an effort to create awareness of biases in businesses and organizations. Additionally, Kasper is trained in gender intelligence workshops and a certified LEGO® SERIOUS PLAY® facilitator. Kasper conducts leadership workshops, keynote talks and lectures for global companies and universities. Kasper is the overall coordinator for Inclusive Leadership making sure that all participants meet world-class standard for inclusive competences.



Kasper J. Knudsen, PhD & Chief Consultant, LIVING INSTITUTE

Heidi Rottbøll Andersen. Founder and Head of Training, Heidi facilitates workshops and training for global companies and organizations with an ambition to grow by improving diversity intelligence. She is an entertaining keynote speaker and a visionary thought leader in the area of advancing cultures of inclusion and diversity and has been so since she founded LIVING INSTITUTE back in 2004. In addition Heidi is a member of The SDG Advisory Board of the Confederation of Danish Industry and a member of the Advisory Board of Pluralisterne. Heidi has a bicultural background (German/Danish) and has studied Strategy and Leadership at Wharton Business School and is certified as a LEGO® SERIOUS PLAY® facilitator.



Heidi R. Andersen, Founder & Head of Training LIVING INSTITUTE

Salman Ahmad, Chief Consultant, PhD in Psychology. Born and brought up in India, Salman has lived and worked across South Asia, the Middle East and Europe. Based in Denmark, he consults in the area of leadership and organizational development and cross-cultural management. He also lectures at Copenhagen Business School and the University of Copenhagen. Drawing upon his insights into the functioning of self and identity, his practical experience of diverse cultures and his understanding of the needs of international business, Salman designs and delivers organizational interventions aligning people development to the strategic needs of the organization. Salman Ahmad is a certified LEGO® Serious Play Trainer and certified 'When Cultures Meet'® facilitator. In this capacity Salman has facilitated solutions for: Siemens, KMD, Saint Gobain, Fortum, MAN Diesel, Ørsted, Henley Business School, Astra Zeneca, Indian Danish Chamber of Commerce, Rockwool, Nordgroup, Leo Pharma, FLSmidth, Danish Ministry of Foreign Affairs, Danfoss, Radiometer, Trelis, Rambøll and Danske Bank.



S. Salman Ahmad, PhD Psychology Chief Consultant, LIVING INSTITUTE

Jens Rottbøll, Chief Consultant, Partner, former HR Director at B&O and 1 of only 10 global members of the Association of Master Trainers in the LEGO® SERIOUS PLAY® Method. Jens graduated from the Rhythmic Music Conservatorium of Copenhagen. Since 2001 Jens has delivered end-user workshops and programs for both large and small companies globally. His focus is on solving real problems in a real world and in real time using designs based on the LEGO® SERIOUS PLAY® Methodology. Jens has managed Diversity Intelligent projects, leadership training and executing strategies with global management groups from all over Europe, Asia, South and North America.



Jens Rottboll, Master Trainer LSP Chief Consultant, LIVING INSTITUTE

ABOUT LIVING INSTITUTE:

What we do

It is our job to improve our client's ability to enhance diversity in their organisation and profit from it. We do so by enabling companies and their people to conduct business effectively by infusing Diversity Intelligence. As a market leader, LIVING INSTITUTE provides training and counseling to a large number of companies with a diversity agenda and an ambition to enhance Diversity Intelligence on all levels in the organization. We do so guided by our mantra: Research based knowledge made practically applicable.

Our faculty

Our consultants and facilitators are leading anthropologists, sociologists, actors, country-culture experts, business consultants and business people with vast practical and global experience.

Our history

LIVING INSTITUTE was founded in April 2004 as a provider of high quality solutions, training and workshops in general, cultural awareness and country specific cross-cultural training.

In the early years, LIVING INSTITUTE focused on cross-cultural training and the wellbeing of expatriate families during the transition process aiming to increase the retention rate, but in recent years we have extended our services to promote Diversity Intelligence on all levels in the organization accelerating cultures of inclusion and innovation.

In 2014 we introduced new solutions for companies with an ambition to create a gender balanced organisation. Also, in 2014 we made it possible to become culturally intelligent when ever you want and where ever you are by introducing online learning programs.

The Global Task Force

The increase in our global activities has resulted in the formation of LIVING INSTITUTE's global task force. Teams of specialists traveling all over the world to solve tasks on location for our international clients.

The LIVING INSTITUTE TEAM



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