



# Diversity & Inclusion Champion Master Class Certification

This dynamic Master Class and certification is designed for organisational change agents supporting and heading substantial change in organizations with ambitious DEI goals.

Since HR often is in charge of attracting, recruiting, retaining and educating, they are in a perfect position to support a cultural transformation by supporting D&I initiatives and implementing solutions and programs. HR plays a critical role in reaching D&I targets on time.

As a certified D&I Champion, you know how to initiate and support a culture change by mobilizing and engaging everyone in your organization. As a result of your work, the inclusion and belonging levels increase and grow year by year until targets are met.

LIVING INSTITUTE's expert facilitators have successfully implemented programs enhancing inclusion of diversity in companies worldwide since 2004. Now it is time to pass on the knowledge and skills to you and your colleagues.

The Master Class Certification is based on research, data and hands-on experience from the facilitation of more than 5000 workshops in the private and public sector around the world.

## The elements of D&I Master Class:

- The business case of inclusion and diversity
- The drivers, enablers and barriers towards inclusivity
- The power of basing D&I initiatives on data
- The four elements of Best Practice D&I Roadmap: Drive, Knowledge, 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
- The D&I Roadmap design based on the participants' organizational challenges, targets, goals and timelines

## Format:

7 facilitated webinars on Zoom

## Dates 2021

Module 1: May 18<sup>th</sup>

Module 2: May 27<sup>th</sup>

Module 3: May 31<sup>st</sup>

Module 4: June 3<sup>rd</sup>

Module 5: June 7<sup>th</sup>

Module 6: June 10<sup>th</sup>

Module 7: June 15<sup>th</sup>

## Time

1 pm – 4 pm CET

## Language:

English

## The program is designed for:

Corporate HR Officers, DEI Officers and HR and DEI Consultants

## 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 7 modules of the D&I Champion Program:

## Module #1

### Mechanisms and dynamics of inclusion



*Diving into the dna of how human systems work*

- Identifying the mechanisms of power and inclusion – the dynamics in teams and organizations
- Building trust and psychological safety in human systems

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

*Facilitator on Module 1:*

**S. Salman Ahmad, PhD Psychology.** In businesses worldwide, Salman consults in the area of leadership and organizational development and cross-cultural management.

[Read more about Salman here >>](#)

## Module #2

### Let's talk about Diversity, Inclusion, Belonging – and data

*Digging into science, best practice and the latest research on diversity intelligence and into the most significant enablers and barriers to inclusivity*

- The business case for diversity, inclusion and belonging
- How to make a cultural transformation towards higher degree of inclusivity
- The drivers and the barriers

*Facilitator on Module 2.*

**Kasper Jelsbech Knudsen,** Chief Consultant, PhD in Anthropology. Kasper's passion lies in promoting cultures of inclusion. He specializes in inclusive leadership, advancing gender parity, unconscious bias mitigation and cross-culture, and disciplinary collaborations.

[Read more about Kasper here >>](#)

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*You can read all the books and hear the many talks about D&I, but what I took away from this intensive training was a whole picture and a frame based on research and facts. It has given me the capabilities to move the agenda forward."*

*Susanne B. VP Global Talent and People Development, Sweden*

## Module #3

### Roles and Responsibilities

*Identifying the roles and responsibilities and how to get buy-in from the entire organization*

- HR skilfully support the project owners
- The role of the leaders and managers:  
Inclusive Leadership – claiming the future. How leaders and managers carry the key to transformational changes
- Synchronizing Top Management – carrying the torch and walking the talk

Facilitator on Module 3:

**Jens Rottbøll**, Partner, Chief Consultant, Diploma in Leadership, Leadership in the Knowledge Society at Insead and Wharton Business School, MBA facilitator in Strategy and Core Values.

[Read more about Jens here >>](#)

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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,*

## Module #4

### Impactful Initiatives: Unconscious Bias Training

*One of the biggest barriers to inclusivity is unconscious bias*

- Uncovering the nature of unconscious bias and how it affects decision-making processes. We do so by diving into cutting-edge knowledge research; neuroscience, psychology, sociology and behaviour
- Mitigating biases in the workplace - in decision-making, in recruitment and promotions

Facilitator on Module 4:

**Aleksandra Darul Hagemeister**, Senior Consultant, MBA, University of Bath, UK. She holds master university degree in Organizational & Work Psychology from University of Wuppertal, Germany.

[Read more about Aleksandra here >>](#)



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

## Module #5

### Impactful Initiatives: Accelerating gender balance

*Achieving gender equality and equal representation is a top priority in most companies – and for some, it has for decades. In this module, we will ascertain why gender equality is good for business – and how to make it happen fast.*

- The business case for accelerating gender balance and creating a cultural transformation where men and women are working and winning together.
- Best practice; 13 things you should do to accelerate gender balance – and 4 things you shouldn't

## Module #6

### Impactful Initiatives: Mobilizing Men

*Mechanisms, responsibilities and how to create fair systems for all*

- Engaging men to become allies in changing the system that created the unequal access to privilege and power we see in most companies today.
- Creating a fair and inclusive workplace with equal access for all

*Facilitators on Module 5 and 6:*

**Theresa Ammann**, Senior Consultant, PhD in Anthropology. Throughout her research career as a PhD and postdoc, Theresa has focused on inclusive dialogues and intersectional stereotypes in conflict and crisis management.

[Read more about Theresa here >>](#)

**Robert Franken** is a speaker and an activist. He advises organizations and top executives on transformation, DIB (Diversity, Inclusion, Belonging) and organizational change and CEO of tech and community startups. Robert is one of six honorary catalysts for HeForShe Germany.

[Read more about Robert here >>](#)

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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*



**D&I Champions are skilled change agents and frontrunners**

## Module #7

### Designing the D&I Roadmap

*The 4 components of the roadmap for 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** – What do the numbers show? What do leaders, employees, talents and external stakeholders say? What are the perception gaps between the different identity groups inside the organization?
- **Strategy** – design the right steps for your organization to meet your goals
- **Action** – implement the most impactful initiatives and solutions and follow up on results

*Facilitators on Module 8.*

**Kasper Jelsbech Knudsen**, Chief Consultant, PhD in Anthropology.

Kasper's passion lies in promoting cultures of inclusion. He specializes in inclusive leadership, advancing gender parity, unconscious bias mitigation and cross-culture as well as disciplinary collaborations.

[Read more about Kasper here >>](#)

**Theresa Ammann**, Senior Consultant, PhD in Anthropology. Throughout her research career as a PhD and postdoc, Theresa has focused on inclusive dialogues and intersectional stereotypes in conflict and crisis management.

[Read more about Theresa here >>](#)

## HOST:

**Ida Arya Dencher**, Senior Consultant, MSc in Economics and Business Administration, specialized in Marketing, Globalization and Culture, BA in Business, Language and Culture. Ida specializes in business culture and is passionate about diversity intelligence, intercultural communication, and how culture and society influence our perception patterns and language.

Ida will be our host throughout the whole program.

[Read more about Ida here >>](#)

## LEARNING OUTCOME:

The master class certification provides the participants with the skills and the knowledge to support a cultural transformation towards inclusion of diversity.

D&I Champions are change agents with a deep understanding of how to overcome the barriers and engage key players to become part of the solution. They know the mechanisms and dynamics, the roles and responsibilities, the improvements needed in processes and systems - and how to mobilize everyone to create a better workplace for all.

# METHODOLOGY:

All 7 modules are developed specifically D&I Master Class by accomplished business executives, entrepreneurs and consultants predominantly with an 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 the latest social science

# ABOUT LIVING INSTITUTE:

## What we do

Our job is to improve our client's ability to enhance diversity in their organization 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 counselling to many 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.

## The Global Task Force

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

## 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 expatriate families' wellbeing during the transition process aiming to increase the retention rate. Still, over the recent years, we have extended our services to enhance diversity, intelligence, inclusion and gender balance at all levels in the organization.

From being a company mainly focussing on personal issues related to international assignments, LIVING INSTITUTE is now working in the field of enhancement of diversity intelligence, inclusion and creating gender balance in a broader sense.

In 2014 we introduced new solutions for companies with an ambition to create a gender-balanced organization. In 2016 we introduced the leadership program Inclusive Leadership – claim the future and in 2018, we introduced Inclusion Surveys measuring and monitoring the level of inclusion, belonging and psychological safety.