



# 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.

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:

- How to get full buy-in from top management
- How to attract the talents your company crave for
- How to retain the talents
- How to reduce unconscious bias
- How to create gender balance on all levels in the organization
- How to mobilize everyone in the battle for equality and inclusivity
- How to create a true culture of inclusion where everyone feels they belong regardless of who they are

**Format:**  
7 facilitated webinars on Zoom

**Dates 2022**  
Module 1: September 15<sup>th</sup>  
Module 2: September 22<sup>nd</sup>  
Module 3: September 29<sup>th</sup>  
Module 4: October 6<sup>th</sup>  
Module 5: October 13<sup>th</sup>  
Module 6: October 27<sup>th</sup>  
Module 7: November 3<sup>rd</sup>

**Time**  
1 pm – 4 pm CET

**Language:**  
English

**The program is designed for:**  
Corporate HR Officers, DEI Officers and HR and DEI Consultants and Members of ERG and Inclusion Councils

**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

### What is Diversity Intelligence?



*Introducing a systemic approach to DEI*

- Why a systemic approach is needed to move the needle on DEI
- How to create a cultural transformation in your organization

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

*Facilitator on Module 1:*

**Heidi Andersen, Managing Partner at Living Institute.** Heidi is a renowned thought leader and author of the book *Diversity Intelligence: How to create a culture of Inclusion at your organization*. She frequently delivers talks around the world to organizations about creating an inclusive culture

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

## Module #2

### 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

*Facilitator on Module 2:*

**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 #3

### Using data to drive your D&I journey

*Why successful companies base their DEI initiatives on inclusion*

- Why you should measure the level of inclusion in your organization
- How to design an inclusion analysis with the right proxies

*Facilitator on Module 2.*

**Sinué Salgado**, Chief Consultant, PhD in Psychology.

Sinué is data analyst at Living Institute. He helps global companies maximize returns on DEI initiatives by getting their inclusion data right

[Read more about Sinué here >>](#)



*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 #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.
- Mitigating biases in the workplace - in decision-making, in recruitment and promotions

*Facilitator on Module 4:*

**Bobby Bovell**, as a Senior Consultant at Living Institute, Bobby draws from his own unique background as a British musician, priest, creativity consultant and much more to help companies worldwide de-bias their corporate cultures by putting diversity at the forefront.

[Read more about Bobby 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

Facilitator on Module 5:

**Heather Krog**, Senior Consultant, MSc International Marketing & Management, Diversity and Inclusion Facilitator.

Heather has worked in education abroad for over fifteen years, specializing in the fields of education and business. For over seven years, she served as a Cultural Mentor and Inclusion Facilitator for Diverse Identities. As an educator, she has taught at Deloitte, Econ, DIS, Copenhagen Business School, Copenhagen Business Academy, and The Council of International Education Exchange (CIEE).

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



*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 #6

### Impactful Initiatives: Mobilizing Allies

*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 *Facilitator on Module 5:*

Facilitator on Module 6:

**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 start-ups. Robert is one of six honorary catalysts for HeForShe Germany.

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



*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



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

Facilitator on Module 7:

**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 >>](#)

## 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

## PARTICIPANTS SAID:

*"The masterclass helped me to structure my views on this topic in a very practical manner. It made me look at my current knowledge on DEI critically and with new eyes. I have taken away some actionable items and am very motivated to implement them."*

Mukta Arya, Managing Director, Regional Head of Human Resources (Asia-Pacific), Societe Generale, Hong Kong, SAR

*"Very good value and extremely inspiring!!"*

Cecilie Ihlebæk, People Director, DNV, Norway

*"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

*"The D&I Masterclass covers all significant aspects of Diversity and Inclusion. It brings together great sessions, to enable participants to reflect on the finer nuances of D&I in a sensitive way."*

Anshu B. Leadership Development, Coaching, Change Management, India

*"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

*"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 C. HR consultant, Chile

*"Very clear, overall and also hands-on tools to drive the D&I agenda, especially with the \*wheel and also the flexibility which is needed to jump between the 4 quarters from time to time"*

Nadine A. Global Business Partner, Denmark

*92,3 % of the participants say they would recommend the Champion Programme to a friend or colleague*

# 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.