

# Diversity & Inclusion Champion Certification

A Master Class in 7 Online Modules

Starting September 15<sup>th</sup> Ending November 3<sup>rd</sup> 2022



# Diversity & Inclusion Champion Master Class Certification

Our Diversity & Inclusion Champion Master Class is designed for systemic change. Because that's what is necessary to benefit from diversity – a systemic shift from business as usual to a culture of inclusion. You need to sift through sand to get to the gold. This master class will teach you where to look.

As a certified D&I Champion, you'll be able to initiate and support that cultural change by engaging everyone in your organization. You'll learn **Diversity Intelligence** – the myriad ways you can hack company culture to make it more inclusive.

With your help, the levels of inclusion, belonging, and psychological safety in your company will grow all the time, helping you create a place where people stick around and work to improve (not to mention the monetary benefits).

The Master Class Certification is based on tons of research and high-quality data. It's taught by people who have facilitated more than 5000 workshops for private and public sector companies worldwide.

**It'll help. Promise.**



# What will you Learn in the Master Class?

We've got 7 modules designed around hacking the company culture.

In brief, you'll learn how to:

- Get full buy-in from top management
- Attract – and retain – diverse and creative talent
- Reduce unconscious bias and promote psychological safety
- Create gender balance at every level of the organization
- Mobilize everyone to fight for inclusivity



# Course Details

## Format

7 facilitated webinars on Zoom

## Dates 2022

Module 1: Sep 15th

Module 2: Sep 22nd

Module 3: Sep 29th

Module 4: Oct 6th

Module 5: Oct 13th

Module 6: Oct 27th

Module 7: Nov 3rd

## Time:

1pm – 4pm 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 complements existing D&I programs: We'll tailor it just for you

For more info please contact

Heidi R. Andersen

[heidi.andersen@livinginstitute.com](mailto:heidi.andersen@livinginstitute.com)

+45 35 26 26 26



# **D&I Champion Master Class**

The 7 Modules



**Living Institute**  
Diversity Intelligence Consultancy

# Module #1: What is Diversity Intelligence?

Sep 15<sup>th</sup> from 1PM to 4PM CET

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

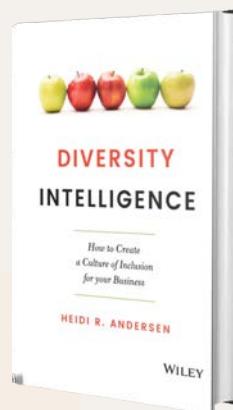
## Introducing a systemic approach to D&I

- Here's where we talk about why a systemic approach is needed to make D&I work
- We also talk about how to achieve it – what goes into a cultural transformation?

## 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 delivers talks around the world to organizations about creating inclusive cultures.

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



# Module #2: Mechanisms and Dynamics of Inclusion

Sep 22<sup>nd</sup> from 1PM to 4PM CET

## Diving into the DNA of human systems

- We'll start with identifying the mechanisms of power and inclusion – namely, the dynamics in teams and organizations
- We'll also cover how to build trust and psychological safety in human systems

## Facilitator on Module 2

S. Salman Ahmad, PhD Psychology. Salman consults on leadership, organizational development, and cross-cultural management in businesses across the world.

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



# Module #3: Using Data to Drive your D&I Journey

Sep 29<sup>th</sup> from 1PM to 4PM CET

## Why successful companies base their D&I initiatives on inclusion

- This is the nitty gritty of why you need to measure the level of inclusion in your organization
- We'll also talk about how to perform inclusion analysis with the right proxies

## Facilitator on Module 3

Sinu  Salgado, Chief Consultant, PhD in Psychology. Sinu  is data analyst at Living Institute who helps global companies get the most out of their D&I initiatives through great data.

[Read more about Sinu  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**



**Living Institute**  
Diversity Intelligence Consultancy

# Module #4: Impactful Initiatives, Unconscious Bias Training

October 6<sup>th</sup> from 1PM to 4PM CET

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

## Tackling one of the biggest barriers to inclusivity: Unconscious bias

- We'll outline the nature of unconscious bias and how it affects decision-making processes
- How do you mitigate these biases in the workplace and stop them influencing really important decisions – hiring, promotion, task assignments, and more

## Facilitator on Module 4

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

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



# Module #5: Impactful Initiatives, Accelerating Gender Balance

October 13th from 1PM to 4PM CET

**Achieving gender equality and equal representation is a huge priority in most companies nowadays (and for some, the past few decades)**

This module covers why gender equality is good for business – and how to make it happen.

- Here we make the case for accelerating gender balance – why it's necessary and what it'll bring to your company
- We also cover best practices, including the 13 things you should do to accelerate gender balance (and 4 things we've seen fail time and time again)

## 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).



"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**



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# Module #6: Impactful Initiatives, Mobilizing Allies

October 27th from 1PM to 4PM CET

## One of the best ways to approach cultures of inclusion – engaging allies (especially white men)

- Find out how to engage men in becoming allies in changing the system in place in most companies – that is, one that creates unequal access to privilege and power
- Overall, how to create a fair and inclusive workplace for everyone

### Facilitators 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 >>](#)



D&I  
Champions  
are skilled  
change  
agents and  
frontrunners



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



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# Module #7: Designing the D&I Roadmap

November 3rd from 1PM to 4PM CET

**Create a culture of inclusion in your company to attract more talent and innovate**

**Bringing it all together, we talk about the 4 components of the roadmap for transforming your company's culture**

- **Drive** – why is diversity necessary?
- **Knowledge** – what is the culture like at your company?
- **Strategy** – how do you change that culture?
- **Action** – who catalyzes change, involving whom – and when is the right time?

## **Facilitator on Module 7**

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

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



**Living Institute**  
Diversity Intelligence Consultancy

# How did we Design the Master Class?

We gathered business executives, entrepreneurs and consultants with strong academic backgrounds to design all the courses. We've made sure all the materials are based on robust research. We really don't want to waste your time, so we've made them practical and impactful – you'll learn by experience using exercises developed by internationally renowned scientists and actors.

The master class content is informed by statistical data infused with qualitative richness, so you can be pretty sure that it's based in reality but doesn't lose sight of what matters – the people.

And at the end of it, you'll be a Certified D&I Champion. You'll know exactly what to do to create inclusion, and when.

**All that's left will be to actually do it.**



# What Past Participants Have 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 Program to a friend or  
colleague**





D&I  
Champion  
Certification

# About Living Institute

**EST. 2004**

## Diversity Intelligence

Creating Cultures of Inclusion by introducing:  
Inclusive Leadership, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship, Black Lives Matter & Cultural Intelligence

## Faculty of 22 Specialists

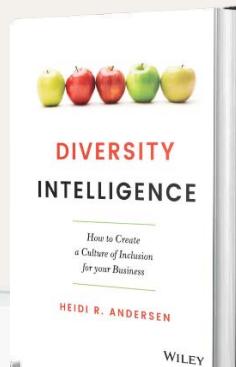
Anthropologists, psychologists, economists, social scientists & business leaders

## Our Mantra

Evidence and research-based knowledge made practically applicable

## Global Task Force

Facilitated 5.500+ diversity initiatives for more than 50,000 people in Denmark, Japan, Germany, USA, UK, China, France, Portugal, Belgium, Norway, Sweden, Estonia, Slovenia, Italy, Romania, Switzerland, Poland, India, Finland, the Netherlands, Pakistan & Zimbabwe



Inclusion  
Gap  
Analysis



Breaking  
Unconscious  
Bias



Inclusive  
Leadership  
Programs



# Contact

[info@livinginstitute.com](mailto:info@livinginstitute.com)

Phone +45 35 26 26 26

Bryghuspladsen 8, Entrance C, 3rd Floor

DK-1473 Copenhagen, Denmark



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Diversity Intelligence Consultancy