

Build safe
and inclusive
working
cultures

Diversity, Equity, & Inclusion Champion Master Class

A Master Class in 7 Online Modules

March 25th – May 20th 2025



Transform Your Workplace

Unlock the Full Potential of Diversity

Our Diversity, Equity, & Inclusion (DEI) Master Class is designed to drive systemic change, essential for harnessing the full benefits of diversity. To create a culture of inclusion, you need actionable strategies and practical tools – this master class will show you how.

Empowering DEI Advocates

As a DEI practitioner, you'll be equipped to initiate, drive, and support cultural change by engaging everyone in your organization. This course focuses on actionable Diversity Intelligence – a suite of practical methods to transform your company culture into one that is truly inclusive.

Building an Inclusive Culture

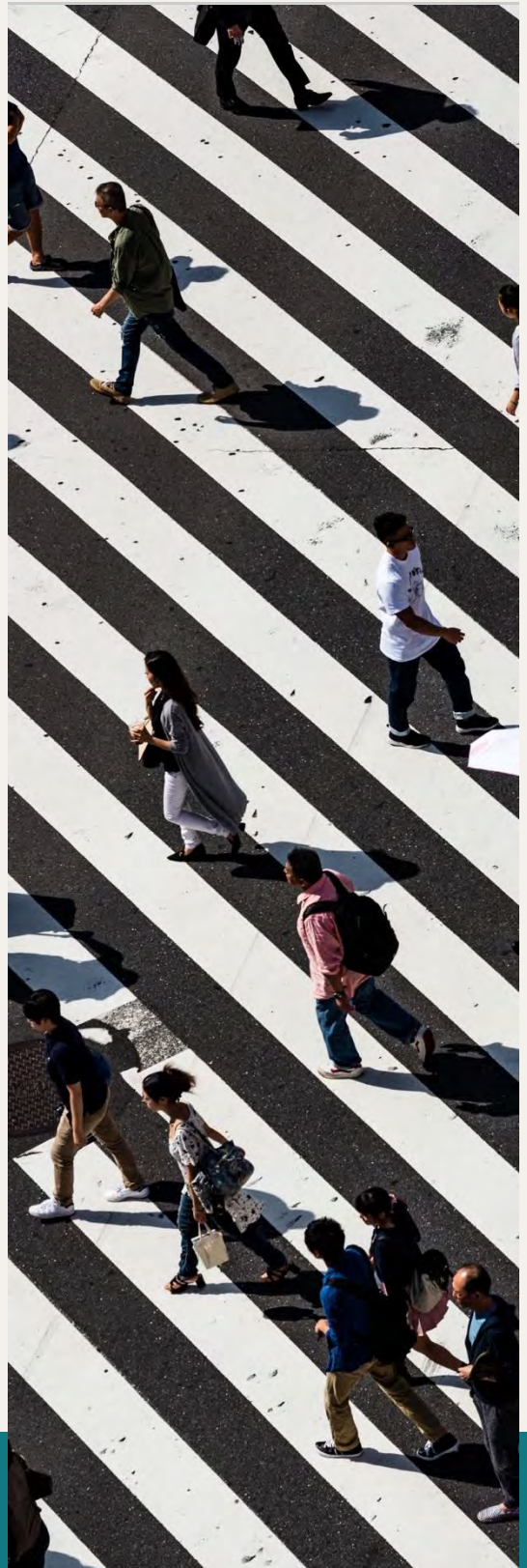
You'll gain the skills to enhance levels of inclusion, belonging, and psychological safety within your company, leading to a workplace where people are motivated to stay and contribute positively. Beyond the social benefits, this transformation also leads to significant monetary gains.

Expert-Led and Research-Based

Our Master Class is grounded in extensive research and high-quality data, taught by experienced facilitators who have led over 6,000 workshops for both private and public sector companies worldwide.

Target group:

Internal task forces and Employee Resource Groups



What will you learn in the 7 Modules of the Master Class?

The Master Class is divided into seven modules, each designed to address different aspects of the DEI journey.

Through a combination of theoretical knowledge and practical exercises, you will develop a thorough understanding of how to implement effective DEI strategies in your organization. Each module builds on the previous one, ensuring a cohesive learning experience that equips you with the tools and confidence to lead DEI initiatives successfully.

What You'll Learn in the 7 Modules

- The mechanisms and dynamics of DEI in the workplace
- Reduce unconscious bias and promote psychological safety
- Attract and retain diverse and creative talent
- Create gender balance at every level of the organization
- Mobilize everyone to be reliable allies fighting for inclusivity and equal opportunities for all
- Establish a strong foundation for DEI by basing everything you do on data. No more guessing.



Course Details

Dates and Time for Facilitated Modules:

Module #1: March 25th

The Fundamental Mechanisms and Dynamics of DEI

Module #2: April 1st

Unconscious Bias Training

Module #3: April 9th

Accelerating Gender Balance

Module #4: April 24th

Inclusive Leadership

Module #5: May 6th

Psychological Safety & Mobilizing Allies

Module #6: May 14th

Using Data to Drive your DEI Journey

Module #7: May 20th

Designing Your DEI Roadmap

Time: 2:30PM – 4PM CET

Language:

English

Format:

7 self-study preparation sessions followed by 7 x 90-minutes facilitated webinars on Zoom

The program is designed for:

Corporate HR Officers, DEI Officers and HR, DEI Consultants, Members of ERG and Inclusion Councils.

Exclusive bonus:

As an exclusive bonus, participants will receive the book '*Diversity Intelligence how to create a culture of Inclusion for your Business*' (on the recommended read list of 238 universities and business schools) and gain access to the e-learning program '*A Workplace for Everyone*'

Fee

€ 1250 + vat if applicable

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DEI Master Class

The 7 Modules



Module #1

The Fundamental Mechanisms and Dynamics of DEI

March 25th from 2:30 PM to 4 PM CEST

Laying the Groundwork for DEI by Introducing a Systemic Approach to DEI

Understanding the Need: Here's where we talk about why a systemic approach is needed to make DEI work.

Achieving Cultural Transformation: We also talk about how to achieve it – what goes into a cultural transformation and what is preventing us from doing so, if we don't change the organizational dynamics?

Facilitator for Module 1

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

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

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"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, Societe Generale,
Hong Kong



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Module #2: Unconscious Bias Training

April 1st from 2:30 PM to 4 PM CEST

Tackling one of the biggest barriers to inclusivity: Unconscious bias

- **Exploring Bias:** We'll outline the nature of unconscious bias and how it affects decision-making processes.
- **Mitigation Strategies:** We'll also share how to mitigate these biases in the workplace and stop them from influencing critical decisions – hiring, promotion, task assignments, and more.

Facilitator on Module 3

Bobby Bovell, Senior Consultant. As a Senior Consultant at Living Institute, Bobby draws on his unique background as a British musician, priest, creative consultant and much more to help companies worldwide mobilize allies within their organizations by bringing diversity and inclusion to the forefront.

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



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"Very clear, overall and also hands-on tools to drive the DEI 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**

- DEI Champion, Feb 2020



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Module #3: Accelerating Gender Balance

April 9th from 2:30 PM to 4 PM CEST

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

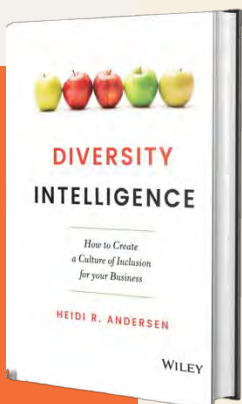
This module covers why gender equality is good for business – and how to make it happen.

- **The evident upsides** Here we make the case for accelerating gender balance – why it’s necessary and what it’ll bring to your company
- **The dos and don’ts** 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 4

Heidi Andersen, Founding Partner and Executive Coach at Living Institute. Heidi is a renowned thought leader and author of the book *Diversity Intelligence: How to Create a Culture of Inclusion for your Business*. She is a frequent keynote speaker around the world on topics relating to DEI and how to create an inclusive culture.

[Read more about Heidi 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

– DEI Champion, Feb 2020



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Module #4: Inclusive Leadership

April 24th from 2:30 PM to 4 PM CEST

Greater leaders aren't born, they're made. An inclusive leader is self-reflective and attendant to the feelings of others

- We show you, through experience, how important inclusive leadership is
- We then thread that experience with knowledge gleaned from years of empirical research and from running inclusive leadership programs for more than 2000 leaders since 2021
- Finally, we help you plan how you're going to use what you learned in practice

Facilitator on Module 6

Jens Rottbøll is a Partner and Chief Consultant at Living Institute. Jens has trained hundreds of leaders (from CEOs to Line Managers) from an extremely wide variety of companies in how to work with diversity and become an inclusive leader. He draws on his learnings from his Diploma in Leadership in the Knowledge Society, his experience as an MBA facilitator, and his expertise as a certified Strategy Execution Expert among other things.

[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 DEI in your own organization. I will definitely recommend this master class to others!"

Tina Schelle,
Communications Danish
Composers' Society

– DEI Champion, Nov 2020



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Module #5: Psychological Safety & Mobilizing Allies

May 6th from 2:30 PM to 4 PM CEST

One of the best ways to approach cultures of inclusion – engage allies!

▪ **Engaging Allies:**

Discover how to involve colleagues in becoming allies, challenging and transforming systems that create unequal access to privilege and power.

▪ **Mobilizing for Inclusion:**

Learn strategies on how to mobilize everyone to create a fair and inclusive workplace for all, enhancing psychological safety. Facilitator on Module 5

Bobby Bovell, Senior Consultant. As a Senior Consultant at Living Institute, Bobby draws on his unique background as a British musician, priest, creative consultant and much more to help companies worldwide mobilize allies within their organizations by bringing diversity and inclusion to the forefront.

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

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

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

- DEI Champion, June 2021



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Module #6: Using Data to Drive your DEI Journey

May 14th from 2:30 PM to 4 PM CEST

Why successful companies base their DEI initiatives on inclusion

- This is the nitty gritty of why you need to measure the level of inclusion in your organization
- Leveraging Qualitative Insights: We'll also dive into how we use qualitative data effectively to drive meaningful change in your organization.

Facilitator on Module 2

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



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"You can read all the books and hear the many talks about DEI, 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**

- DEI Champion, Feb 2020



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Module #7: Designing Your DEI Roadmap

May 20th from 1PM to 4PM CEST

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

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 is a catalyst for change, who do they involve and when is the right time?

Facilitator on Module 7

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

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



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"We like to think of our selves as diversity champions and we'd like to help you become one too"

**The Facilitators of the DEI
Champion Certification
Programme**



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How do we Design the Master Class?

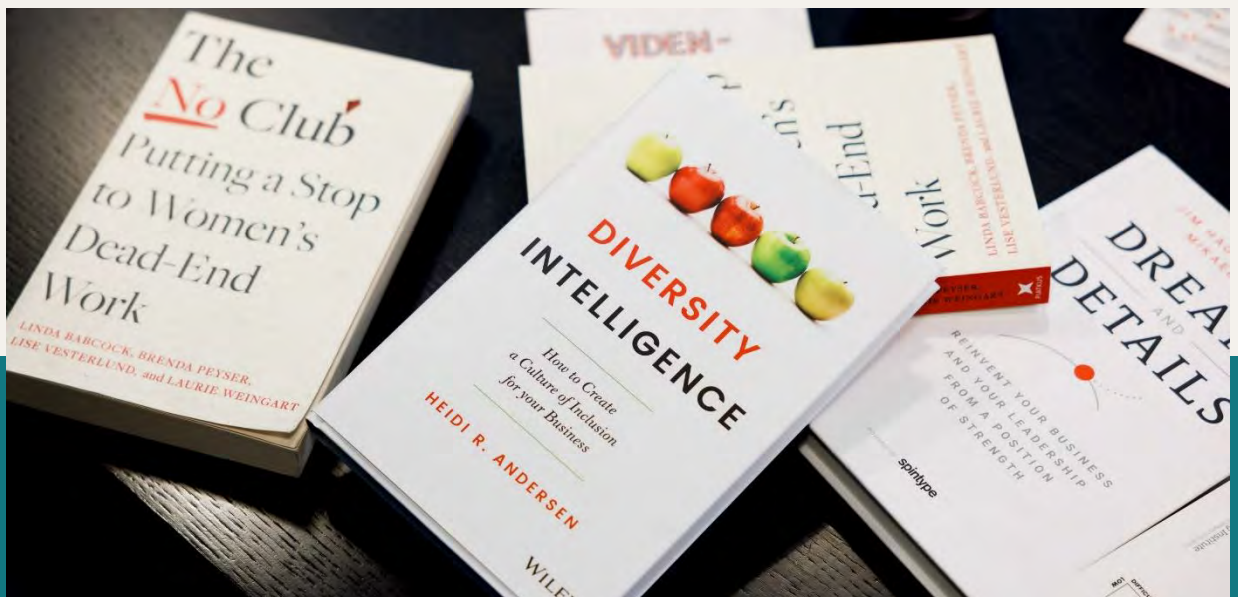
We gather business executives, entrepreneurs and consultants with strong academic backgrounds to design all the modules. We make sure all the materials are based on robust research. We really don't want to waste your time, so we make them practical and impactful – you'll learn by experience using exercises 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.

We have also built upon our 18 years of experience in the market, helping our clients re-shape their cultures, all of which our founder, Heidi R. Andersen, shares in her book ***Diversity Intelligence how to Create a Culture of Inclusion for Your Business*** (Wiley 2021). The Master Class modules reflect the essential chapters in the book and is as such pre-read curriculum for the Champion program.

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

All that will be left is to unlock the potential of diversity.



About Living Institute

EST. 2004

Diversity Intelligence

Creating Cultures of Inclusion by introducing:
Inclusive Leadership*, Inclusion Surveys, Unconscious Bias, Gender Balance, Allyship & 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 6,000+ 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, Thailand, Pakistan & Zimbabwe

*Since 2021 more than 7000 leaders have completed Living Institute's Inclusive Leadership Programs

See our clients' list [here](#)



DEI
Champion
Master Class



Inclusion
Gap
Analysis



Breaking
Unconscious
Bias



Inclusive
Leadership
Programs





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Thank you for your attention



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