

UNLOCKING THE POWER OF DIVERSITY, EQUITY & INCLUSION (DEI) AT WORKPLACE

DURATION: 2 DAYS

PROGRAM CONTEXT

In today's fast changing global demographics of the workplace, more and more millennial are working with the older generations; cross-cultural team working is a norm than exception; both the genders are significantly representing the workforce and business is opening up to create space for persons with disabilities. Each diverse group presents a bouquet of unique strengths and equally unique set of challenges in front of the organizations. In this scenario, workplace inclusion is a challenge faced by today's organizations at all levels. Over the past decades, approaches to manage diversity and inclusion have evolved for myriad of reasons including new facets like multi-generational workforce, LGBTQ rights, and minority issues at workplace being added. In such dynamic context, it becomes imperative for the diversity champions in an organization to get sensitized to different needs of the diverse workforces; the issues and challenges they can face and how to address them at team and organizational levels. In all the shifts in workplace power dynamics, there is a need more than ever for equality, equity and diversity of employees, to ensure that workplaces are not just diverse, but are also more inclusive, where every employee feels safe, valued and empowered, no matter what demographic group they belong to.

This program aims at sensitizing the participants about their individual biases towards inclusion; how these biases act as barriers towards inclusion at the organization level; why there is a need to have more conversations around DEI and how technology is a double-edged sword for DEI initiatives?

LEARNING OBJECTIVES

By attending this program, the participants will be:

- Able to gain deeper insights about individual biases towards diversity and enhance the skills to manage that
- Able to understand different types of social identity diversity
- Sensitized towards the need of diversity and inclusion- why and how it needs to be fostered
- Able to understand how an inclusive culture can be developed in an organization

DELIVERABLES – THE PROGRAM THEMES

Theme 1: Individual Biases as a barrier to Inclusion

Theme 2: Making the mix work

- Understanding surface-level diversity (like gender, disability, generation)
- Understanding deep-level diversity (like personality, values)
- What to do with intersectionality?

Theme 3: Business Case for DEI

Theme 4: Technology, Innovation & DEI

Theme 5: Building an inclusive culture

Theme 6: Working with DEI Metrics

PEDAGOGY

The program will involve myriad of classroom activities and interactions using experiential and participative learning pedagogy. The inputs will be majorly contemporary and industry focused. Following are the key tools and focus areas:

- Facilitated dialogues
- Practical examples
- Personal reflective journal and analysis
- Case discussions
- Audio-visual aids
- Class activities – FGDs, role plays, application-exercises

TARGET AUDIENCE

We invite individuals advocating for DEI at their workplace to participate in this program. The program will also offer advantages to managers who oversee diverse teams. Moreover, individuals with a curiosity about DEI are welcome to participate in this program.

PROGRAM DIRECTORS



Prof. Richa Saxena is currently an Associate Professor in HR & OB area of IMT Ghaziabad. She is also the current Chairperson for PGDM Program for Working Executives. She had done her Doctorate from IIM Ahmedabad and MBA from Devi Ahilya Vishwa Vidyalyaya, Indore. She has done certificate programs on Case Teaching and Case Writing from Harvard Business School, USA. She is also professionally certified in psychometric tools like MBTI, FIRO-B and ADEPT-15, an employee personality test developed by Aon. She has more than 15 years' work experience including industry and academia. She has delivered programs to different level of executives from Airport Authority of India, Damodar Valley Corporation Ltd., GMR-Delhi Airport, Hero Motors, Maruti Suzuki, MECON Ltd., NHPC and UpGrad. In IMT, she teaches courses related to Organizational Behaviour, Diversity & Inclusion, Leading high-performance teams, Contemporary issues in Management through Films and Qualitative Research methodology. Apart from that, as a Visiting Faculty she has also taught courses at IIM Kozhikode, IIM Indore, IIM Amritsar, IIM Ranchi and other prestigious B-schools of the country. She is also a prolific researcher and has published in reputed international and national journals. She has also presented research papers in various international and national conferences. Her research interests include issues related to contemporary careers; career success; gender issues in management; diversity; change management; and learning & organizational development.

Earlier, she has worked for Learning and Organizational Development function of Reliance Infrastructure Limited. She was also an empaneled Assessor and Consultant with Aon Consulting Pvt. Ltd.



Prof. Swati Ghulyani is currently working as Assistant Professor in the OB & HR area at IMT Ghaziabad. She completed her PhD in Organizational Behaviour and Human Resource Management from Indian Institute of Management, Indore in 2019. Her dissertation titled "Disability Identity and Social Symbolic Work" aims at facilitating disability inclusion in the workplace by bringing forward the narratives of disabled employees. She has presented her research at international conferences such as the Academy of Management, Academy of International Business, Association for Business Communication, European Group of Organizational Studies, and International Association for Business and Society. Her case studies have been published with Ivey Publishing and IIM Raipur-ET Cases. Few of her recent co-authored papers have been published in peer-reviewed journals such as the International Journal of Educational Management (ABDC – B Category) and Journal of Knowledge Management (ABDC – A Category).

ADMINISTRATIVE DETAILS

Mode: Offline (Residential)

Fee: INR 25,000/- per participant (plus 18% GST as applicable) covering professional fee, program kit and lunch.

Venue: IMT Ghaziabad (Institute of Management Technology, Raj Nagar, Ghaziabad-201001)

Note: On successful completion of the program, the participants will be awarded a Certificate of participation from the Institute.

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