



**Institute of
Management Technology**
Ghaziabad, Delhi NCR



UNLOCKING THE POWER OF DIVERSITY, EQUITY & INCLUSION (DEI) IN TURBULENT TIMES

About Us

Established in 1980, IMT Ghaziabad is a premier AACSB-accredited management institute in India, known for its strong emphasis on Innovation, Execution, and Social Responsibility in leadership development. Consistently ranked among the top business schools in the country, IMT boasts of a robust alumni network with over 1,000 C-suite leaders across global organizations. The Executive Education (ExEd) arm actively collaborates with industry, government, and the social sector to design and deliver customized programs rooted in sector-specific research and future-ready learning, ensuring maximum relevance and impact.

Program Context

In today's fast-changing global demographics of the workplace, more and more millennials are working with the older generations; cross-cultural team working is the norm rather than the exception; both genders are significantly represented in the workforce, and businesses are opening up to create space for persons with disabilities. Each diverse group presents a bouquet of unique strengths and an 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 managing diversity and inclusion have evolved for a myriad of reasons, including new facets like the multi-generational workforce, LGBTQ rights, and minority issues at the workplace being added. In such a dynamic context, it becomes imperative for the diversity champions in an organization to get sensitized to the different needs of the diverse workforce; the issues and challenges they can face, and how to address them at the 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. However, recent changes in the global landscape have hit the DEI space in the organizations.

This program aims to sensitize 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 in today's turbulent times 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

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 Director



Dr. Richa Saxena
Associate Professor
Area: HR & OB

Dr. Richa Saxena is an Associate Professor, also the Chairperson of the HRM Area of IMT Ghaziabad. She had done her Doctorate from IIM Ahmedabad and MBA from Devi Ahilya Vishwa Vidyalaya, 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., Navitasys 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 Kashipur, 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 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.

Administrative Details

Mode: Offline

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.

Management Development Program Office

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