

aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-005

Certified Inclusive Leadership and Diversity Management Specialist (CILDM)

Contact

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Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

Course content

Why Attend

Understanding the strategic value of diversity and inclusion

Building inclusive leadership capabilities

Course Methodology

Course Objectives

Target Audience

Course outline

Detailed course outline

Day-by-day outline for Certified Inclusive Leadership and Diversity Management Specialist (CILDM).

Day 1 - Building the Foundation of Diversity and Inclusion

- Understand what Diversity and Inclusion (D&I) are and why they are critical to mission accomplishment
- Diversity and Globalization
- Benefits of Diversity
- The Business Case for D&I
- Assessing Organizational Gaps in meeting D&I goals
- Costs and Challenges of Diversity

Day 2 - The Diversity Strategy

- Planning for Success
- Defining the D&I Strategy
- The Key Steps of the D&I Strategic Process
- Measurement and Evaluation
- Evolution and Integration

Course outline

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Day 3 - Impact of Behaviours and Language

- Explore unconscious biases and how behaviors are manifested from these preferences
- Understand the Language of diversity to be more inclusive with communication and behaviors
- Define inclusive and non-inclusive language
- Activating workplace scenarios to develop judgment around the appropriate language used to improve the workplace environment
- Resolving Conflict in a Diverse Workforce
- Communicating Across the Generation Gaps

Day 4 - Creating a Culture of Inclusion

- Organizational Culture and Context
- Defining and Creating a Culture of Inclusion
- Aspects of Organizational Change – Policies, Individual and Managerial
- Individual Attitudes/Behaviors
- Managerial Skills and Practices
- Policies and Procedures to Promote Diversity

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Day 5 - Sustaining Diversity

- Assessing 'What's Next'?
- Sustainability of the Diversity Initiative
- Measurements and Monitoring
- Inclusive Mentoring and Coaching
- Action Planning for Results
- Key Summary and Review

Seminar dates

Available seminar dates

Live dates and pricing for Certified Inclusive Leadership and Diversity Management Specialist (CILDM) generated from the course details page.

Date	Location	Format	Fee
18 - 22 May 2026	Barcelona	Classroom	€2,940
1 - 5 June 2026	Munich	Classroom	€2,975
8 - 12 June 2026	Kuala Lumpur	Classroom	€1,575
15 - 19 June 2026	Amsterdam	Classroom	€2,940
6 - 10 July 2026	London	Classroom	€2,975
20 - 24 July 2026	Paris	Classroom	€3,080
3 - 7 August 2026	Istanbul	Classroom	€2,940

Live online option

Online delivery is available at €1,250.