CONCEPT

Diversity, Equity and Inclusion (DEI) Strategy and Programme Management Course

18 – 22 October 2027
Paris - Right Bank business hotel



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Ref: 1560_25151 **Date:** 18 – 22 October 2027 **Location:** Paris - Right Bank business hotel **Fees:** 23500 SAR

Introduction:

Diversity, Equity and Inclusion DEI strategy and programme management is the subject of this 1-week course for HR business partners, inclusion leads, talent acquisition and people analytics specialists, who build a three-year DEI strategy and workforce equity dashboard for a case organisation. Many organisations run isolated awareness sessions while representation, pay and promotion gaps persist unmeasured inside recruitment, assessment and reward processes. Nominees already manage people processes or workforce data, and teaching is by case study on anonymised HR datasets, policies and process maps. CoreConcept Training Center delivers this DEI strategy course.

Course Objectives:

- Build an evidence-based business case and DEI maturity baseline for the organisation
- Analyse workforce data for representation, pay equity, promotion and attrition gaps
- Set measurable DEI goals and targets linked to workforce planning
- Redesign job design, recruitment, assessment, promotion and pay processes to reduce bias
- Establish governance, accountability and inclusion measurement with periodic reporting
- Draft a three-year DEI strategy with an equity dashboard for executive approval

Target Audience:

- HR business partners who advise divisions on workforce policy and people processes
- Inclusion and diversity leads accountable for organisation-wide equity initiatives
- Talent acquisition managers responsible for sourcing, selection and hiring standards
- People analytics specialists who maintain workforce, pay and engagement datasets
- Reward and talent managers who run promotion, succession and pay review cycles

Course Outline:

Day 1: DEI Business Case and Organisational Maturity Baseline

- Diversity Equity and Inclusion Definitions and Organisational Drivers
- Business Case Model Linking Workforce Equity to Performance
- DEI Maturity Model Self-Assessment Across Five Dimensions
- Stakeholder Map of Executives, Managers and Employee Voices
- Current-State Diagnostic Report From Policies and Interviews

Day 2: Workforce Equity Data, Metrics and Goal Setting

- Representation Analysis by Grade, Function and Tenure Band
- Unadjusted and Adjusted Pay Gap Calculation Methods
- Promotion Velocity and Attrition Gap Ratio Analysis
- Data Privacy Safeguards for Voluntary Self-Identification Surveys
- SMART DEI Goals and Target-Setting Linked to Workforce Plans

Day 3: Removing Bias From Core HR Processes

- Gender-Neutral Job Design and Job Advertisement Wording Review
- Structured Interviewing and Diverse Selection Panel Procedures
- Calibrated Performance Assessment and Rating Distribution Checks
- Promotion Committee Criteria and Succession Slate Balancing
- Pay Equity Audit and Salary Band Remediation Planning

Day 4: Inclusive Policies, Networks and Accountability Systems

- Flexible Working and Workplace Adjustment Policy Design
- Generational, Nationality and Gender Diversity Practice Comparisons
- Employee Resource Networks and Sponsorship Scheme Design
- Inclusive Internal Communication Plan and Language Guidelines
- DEI Council Charter and RACI Accountability Matrix

Day 5: Case Study Building a Three-Year DEI Strategy

- Case Organisation Maturity Scoring and Gap Prioritisation
- Case Process Redesign Roadmap for Recruitment and Promotion
- Inclusion Index Survey Items and Belonging Measurement Plan
- Equity Dashboard Build With Leading and Lagging Indicators
- Three-Year DEI Strategy Completion and Executive Presentation

Skills You Will Gain:

- Workforce Equity Analytics
- Pay Gap Analysis
- DEI Maturity Assessment
- Bias-Resistant Process Design
- Inclusion Survey Design
- DEI Governance Design
- Equity Dashboard Reporting

Why Attend This Course:

- Deliver a three-year DEI strategy and equity dashboard to the HR director and executive committee
- Decide which recruitment, promotion or pay processes need redesign first based on gap evidence
- Avoid costly unmanaged pay gaps, attrition of under-represented talent and reputational damage from unsupported claims
- Coach HR colleagues and line managers to use structured interviews, calibration checks and inclusion metrics

Conclusion:

Back at work, the participant presents the three-year DEI strategy and equity dashboard to the HR director, the executive committee and the DEI council, who use it to approve priorities, targets, process redesigns and resourcing for the coming cycle. Talent, reward and analytics teams receive the metric definitions and process changes. After the first reporting period, the organisation should review dashboard results against targets, re-run the maturity self-assessment and refine goals, policies and accountabilities where gaps persist.

Frequently Asked Questions FAQ:

What should participants know before a diversity, equity and inclusion strategy course?

Participants should already work with HR processes or workforce data, such as recruitment, reward or HR reporting. Basic spreadsheet skills help with the pay gap and representation exercises. Anonymised workforce figures or policies from their organisation make the case study more useful.

How does this diversity, equity and inclusion strategy course differ from inclusive leadership courses?

This course addresses the organisation-wide system: data, goals, HR processes, policies, governance and reporting. Inclusive leadership courses focus on how individual managers behave with their teams. Here, team behaviours are touched only as one input to the wider strategy.

How is a diversity, equity and inclusion strategy measured?

It is measured through representation, pay gap, promotion and attrition metrics combined with inclusion survey indices. Leading indicators track process changes, while lagging indicators show outcomes. A dashboard reviewed periodically by a governance body keeps progress visible and accountable.

What does a participant take back from the diversity, equity and inclusion strategy course?

Participants take back a three-year DEI strategy and equity dashboard built on a case organisation, plus templates for maturity assessment, pay gap analysis, process audits and a governance charter that can be adapted to their own organisation.