

WORKSHOP



DIVERSITY AND INCLUSION

WHAT IS THE DIVERSITY & INCLUSION WORKSHOP?

Training Industry's [Diversity & Inclusion Workshop](#) is a highly interactive course utilizing several areas of the [Training Manager Competency Model™](#) to assist you in building D&I initiatives that go beyond surface level, reactive solutions and help drive proactive and lasting change. In this workshop, you will first learn how to earn buy-in and serve as a change agent in your organization.

You will then learn about the wide range of D&I options that can help support your workforce, as well as how to assess these initiatives through measurable, objective metrics. Your learning will be solidified through a case study activity where you will work with other learning professionals on a hypothetical D&I initiative.



HALF-DAY



BADGE
AWARDED



VIRTUAL



SESSIONS FOR
EVERY TIME ZONE



ENGLISH
LANGUAGE

COURSE OBJECTIVES

After completing this workshop, you will be able to:



Assess your organization's current state of D&I.



Gain a foundational understanding of common barriers to D&I efforts.



Articulate the role of empathy in supporting D&I.



Source reliable and relevant content from internal and external stakeholders.



Create a framework for design, development and implementation of D&I programs.



Establish an integrated approach to measuring training program effectiveness.



COURSE OVERVIEW

PREWORK

D&I self-reflection activity that will be discussed in depth during the program.

WHERE TO START

- Self-reflection discussion.
- Your company's business case for diversity.
- Identifying company needs.

USING EMPATHY TO BREAK THROUGH BARRIERS

- Common challenges to D&I programming.
- The role of empathy when securing stakeholder support.
- Establishing an integrated approach.

Related Job Aids: Common Pitfalls & Barriers that Sabotage D&I

DEVELOPING AND DELIVERING D&I PROGRAMS

- D&I training versus programming.
- Sourcing reliable and relevant content.
- Creating a framework for D&I training design, development and implementation.

Related Job Aids: Consideration Flow Charts for D&I Strategy, Programming and Training, Creating Champions of D&I

Activity: Case Study, Part 1 – Build a D&I training solution for a fictitious company.

MEASURING D&I OUTCOMES

- Measuring your program's success.
- Evaluating and maintaining content.

Related Job Aids: Sample list of potential D&I metrics, D&I glossary of terms

Activity: Case Study, Part 2 – Determine what metrics to use, how those metrics will be reported and to whom.

WHO IS IT FOR?

This workshop is designed for existing and emerging training managers and L&D professionals who want to enhance their ability to successfully partner with stakeholders and D&I champions to advance workplace equality through D&I education, training, programs, tools and additional resources.

RELATED LEARNING

JOURNEY

Training Industry offers expertly curated professional development [packages](#) to fit your unique development needs.

THE LEADERSHIP JOURNEY

- [Certified Professional in Training Management Program \(CPTM™\)](#)
- [The Leading Leadership Development Certificate](#)
- [The Internal Consulting Workshop](#)

Don't see what you're looking for? Training Industry's professional development consultants are available to discuss this program and other development opportunities. [Contact us](#) or schedule a call directly [here](#).

TOOLS AND RESOURCES

Job Aids

- Preview the “Helping Training Managers Become D&I Champions” job aid [here](#).
- Preview the “Pitfalls and Barriers That Sabotage D&I Efforts” job aid [here](#).
- Consideration Flow Charts for D&I Strategy, Programming, and Training
- Sample list of potential D&I metrics, D&I glossary of terms

Additional Resources

- Curated collection of Training Industry resources focused on various applications and use cases of D&I, including webinars, podcast episodes, magazines and articles.



Outstanding Option to Learn About D&I

This course is well-paced and well facilitated. It provided thought-provoking situations and scenarios, some of which may be new and surprising to some who may have never given them any thought in the past. Highly recommended for any in the corporate or manufacturing space in today's climate. Breakout discussions were great and provided an avenue for open communication and discussion. Training Industry does it again!

- **KEENAN MCBRIDE**, CPTM, CVF, IAPO, OWNER/CHIEF CONSULTANT, SUCCESS STRATEGY TRAINING AND DEVELOPMENT, LLC

HOW DOES IT WORK?

This workshop is completed over a four-hour half-day in a virtual instructor-led (VILT) classroom setting.

Your [instructor](#) will use their real-world perspective and experience to ensure the course is rooted in foundational best practices and will guide you through the process, both facilitating and assessing your learning throughout the course to ensure you leave with a thorough understanding of the competencies covered and how they apply, or can be applied, in your work context.

Click [here](#) to browse the available session dates and times.

REGISTER NOW

CONTACT US

LEARN MORE



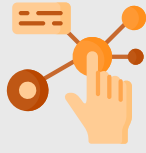
Would all or part of your team benefit from this workshop? All Training Industry Courses can be taken as a group and are designed to align your team around research-based best practices. Click [here](#) to learn more.



ABOUT TRAINING INDUSTRY INC.



TRUSTED BY WORLDWIDE
ORGANIZATIONS



INTERACTIVE
EXPERIENCE



RANGE OF
TOPICS



GLOBAL
LEARNERS

WHAT TO EXPECT FROM TRAINING INDUSTRY COURSES



Research-based courses



Instructors with expertise



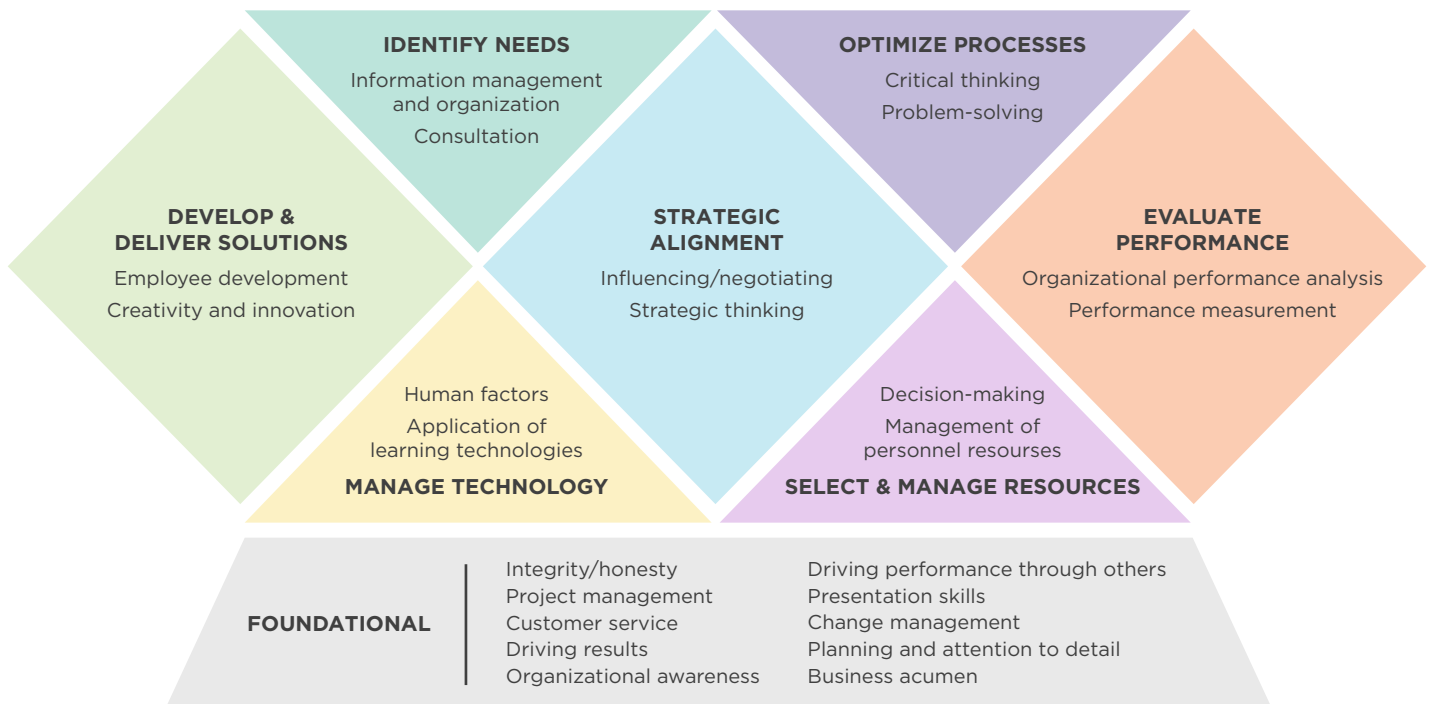
Engage with community
of peers



Focused on the role of the
training manager

TRAINING MANAGER COMPETENCY MODEL

All Training Industry courses are aligned to the [Training Manager Competency Model™](#).





EARN RECERTIFICATION CREDIT

Training Industry workshops are valid for **five PDCs** for the SHRM-CP or SHRM-SCP.

This program is eligible for **seven APTD and CPTD** recertification points from the ATD Certification Institute. The amount indicated is the maximum number of recertification points a participant can receive for this program.

Training Industry workshops fulfill **four CPTM** recertification credit hours.



Ready to get started?

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