

Woxsen  
Executive  
Education



## Managing Diversity at Workplace

Elevating Organizational Dynamics and  
Leadership Through Advanced  
Change Management

# Program Overview

Managing diversity in workplaces is among the most important global challenges faced by managers. Modern Organizations of today have people from different cultures, nationalities, ethnicities, religious beliefs, abilities, gender identities, age groups etc. Each one of them represents a group that has unique perspectives and expectations from their workplaces. This enormous diversity opens new doors of business, encourages innovation, and also drives profit. Managing this diverse workforce is critical to developing a strong organizational brand, an engaged work culture leading to higher job satisfaction and productivity. The course looks at managing Diversity from a three-level approach, individual, group and organizational.

In this program, participants will be exposed to basic theoretical frameworks, case studies and practical exercises to help understand the types and value of diversity, the challenges associated with diversity management and develop strategies to create an inclusive and thriving work environment



# Program Modules

## Module 1

- Understanding Equity, Diversity, Inclusion and Belonging
- The cultural context of diversity - India and Global
- DEI Barriers/Biases and Their Impacts
- Microaggressions and its impact
- Equity and Belonging

## Module 2

- Understanding Workplace and Culture
- Initiating DEI at the workplace - Stakeholder's Buy-In/ Business Case
- Making DEI the core value of the organization
- Setting DEI goals
- Implementing DEI Strategies and Challenges to DEI

## Module 3

- Elements of DEI strategy - Diversity in a team
- DEI metrics and evaluation methods
- Inclusive Leadership
- Inclusive Communication
- Inclusion Measurement Models

## Module 4

- Encouraging open and honest conversations about DEI
- Best Global DEI Practices - Experts Speak
- Fostering a sense of belonging and inclusion in the workplace
- Addressing challenges and roadblocks to DEI leadership
- Alignment with business objectives and making DEI an ongoing process

### Who Should Attend

This program is open to all managers, especially those who manage cross-cultural teams.

### Learning Outcomes

- Participants will become familiar with individual, group and organizational perceptions, microaggressions and stereotypes that can lead to exclusion.
- Participants will develop a global awareness of cross-cultural practices on Diversity & Inclusion
- Participants will be able to apply inclusive practices to manage globally diverse workforces.

### Faculty



**Dr. Kakoli Sen**  
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